


**ATTACHMENT J.24**  
**WAGE DETERMINATIONS**

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210



William W. Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1994-2017  
Revision No.: 22  
Date of Last Revision: 09/19/2000

State: Alaska  
Area: Alaska Statewide

\*\* Fringe Benefits Required Follow the Occupational Listing \*\*

OCCUPATION TITLE	MINIMUM WAGE RATE
<b>Administrative Support and Clerical Occupations</b>	
Accounting Clerk I	10.52
Accounting Clerk II	11.49
Accounting Clerk III	15.36
Accounting Clerk IV	17.22
Court Reporter	17.07
Dispatcher, Motor Vehicle	17.07
Document Preparation Clerk	13.38
Duplicating Machine Operator	13.38
Film/Tape Librarian	15.27
General Clerk I	10.56
General Clerk II	12.73
General Clerk III	13.38
General Clerk IV	15.06
Housing Referral Assistant	18.57
Key Entry Operator I	10.68
Key Entry Operator II	16.11
Messenger (Courier)	10.72
Order Clerk I	10.52
Order Clerk II	11.87
Personnel Assistant (Employment) I	13.59
Personnel Assistant (Employment) II	15.27
Personnel Assistant (Employment) III	17.07
Personnel Assistant (Employment) IV	19.82
Production Control Clerk	18.62
Rental Clerk	15.27
Scheduler, Maintenance	15.27
Secretary I	16.01
Secretary II	17.92
Secretary III	18.57
Secretary IV	20.88
Secretary V	22.76
Service Order Dispatcher	15.27
Stenographer I	13.59

Stenographer II	15.27
Supply Technician	19.90
Survey Worker (Interviewer)	17.07
Switchboard Operator-Receptionist	12.54
Test Examiner	17.07
Test Proctor	17.07
Travel Clerk I	11.31
Travel Clerk II	12.44
Travel Clerk III	13.69
Word Processor I	12.61
Word Processor II	14.25
Word Processor III	15.43

**Automatic Data Processing Occupations**

Computer Data Librarian	14.30
Computer Operator I	13.22
Computer Operator II	14.08
Computer Operator III	20.06
Computer Operator IV	21.34
Computer Operator V	23.63
Computer Programmer I (1)	17.92
Computer Programmer II (1)	22.16
Computer Programmer III (1)	24.89
Computer Programmer IV (1)	27.63
Computer Systems Analyst I (1)	25.25
Computer Systems Analyst II (1)	27.00
Computer Systems Analyst III (1)	27.63
Peripheral Equipment Operator	14.30

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	22.47
Automotive Glass Installer	20.51
Automotive Worker	20.51
Electrician, Automotive	22.17
Mobile Equipment Servicer	18.40
Motor Equipment Metal Mechanic	22.47
Motor Equipment Metal Worker	20.51
Motor Vehicle Mechanic	22.47
Motor Vehicle Mechanic Helper	17.38
Motor Vehicle Upholstery Worker	20.51
Motor Vehicle Wrecker	20.51
Painter, Automotive	21.44
Radiator Repair Specialist	20.51
Tire Repairer	17.78
Transmission Repair Specialist	22.47

**Food Preparation and Service Occupations**

Baker	14.50
Cook I	12.82

Cook II	14.72
Dishwasher	10.16
Food Service Worker	9.80
Meat Cutter	14.50
Waiter/Waitress	10.83

**Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	21.44
Furniture Handler	15.78
Furniture Refinisher	21.44
Furniture Refinisher Helper	17.38
Furniture Repairer, Minor	19.42
Upholsterer	21.44

**General Services and Support Occupations**

Cleaner, Vehicles	9.80
Elevator Operator	9.80
Gardener	13.85
House Keeping Aid I	9.80
House Keeping Aid II	10.83
Janitor	9.80
Laborer, Grounds Maintenance	11.53
Maid or Houseman	8.92
Pest Controller	13.38
Refuse Collector	11.27
Tractor Operator	13.07
Window Cleaner	10.83

**Health Occupations**

Dental Assistant	12.01
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	19.48
Licensed Practical Nurse I	9.55
Licensed Practical Nurse II	10.73
Licensed Practical Nurse III	12.01
Medical Assistant	10.73
Medical Laboratory Technician	10.73
Medical Record Clerk	10.73
Medical Record Technician	12.93
Nursing Assistant I	7.79
Nursing Assistant II	8.76
Nursing Assistant III	9.55
Nursing Assistant IV	10.73
Pharmacy Technician	11.63
Phlebotomist	11.73
Registered Nurse I	14.86
Registered Nurse II	18.18
Registered Nurse II, Specialist	18.18
Registered Nurse III	22.00
Registered Nurse III, Anesthetist	22.00

Registered Nurse IV	26.37
---------------------	-------

**Information and Arts Occupations**

Audiovisual Librarian	20.73
Exhibits Specialist I	21.09
Exhibits Specialist II	21.99
Exhibits Specialist III	26.87
Illustrator I	21.09
Illustrator II	21.99
Illustrator III	26.87
Librarian	22.61
Library Technician	17.07
Photographer I	16.79
Photographer II	21.09
Photographer III	21.99
Photographer IV	26.87
Photographer V	28.25

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	8.49
Counter Attendant	8.49
Dry Cleaner	10.96
Finisher, Flatwork, Machine	8.49
Presser, Hand	8.49
Presser, Machine, Drycleaning	8.49
Presser, Machine, Shirts	8.49
Presser, Machine, Wearing Apparel, Laundry	8.49
Sewing Machine Operator	11.79
Tailor	12.61
Washer, Machine	9.31

**Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Toolroom)	21.45
Tool and Die Maker	25.52

**Material Handling and Packing Occupations**

Forklift Operator	17.80
Fuel Distribution System Operator	19.11
Material Coordinator	19.94
Material Expediter	19.94
Material Handling Laborer	16.29
Order Filler	13.82
Production Line Worker (Food Processing)	17.67
Shipping Packer	15.90
Shipping/Receiving Clerk	17.20
Stock Clerk (Shelf Stocker; Store Worker II)	16.97
Store Worker I	13.66
Tools and Parts Attendant	17.67
Warehouse Specialist	17.67

**Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic	21.95
Aircraft Mechanic Helper	17.38
Aircraft Quality Control Inspector	23.48
Aircraft Servicer	19.42
Aircraft Worker	20.43
Appliance Mechanic	21.45
Bicycle Repairer	17.78
Cable Splicer	23.62
Carpenter, Maintenance	21.45
Carpet Layer	20.43
Electrician, Maintenance	25.48
Electronics Technician, Maintenance I	20.17
Electronics Technician, Maintenance II	28.73
Electronics Technician, Maintenance III	31.15
Fabric Worker	19.42
Fire Alarm System Mechanic	22.47
Fire Extinguisher Repairer	19.16
Fuel Distribution System Mechanic	22.47
General Maintenance Worker	20.43
Heating, Refrigeration and Air Conditioning Mechanic	22.47
Heavy Equipment Mechanic	22.47
Heavy Equipment Operator	25.83
Instrument Mechanic	24.04
Laborer	12.65
Locksmith	21.45
Machinery Maintenance Mechanic	23.78
Machinist, Maintenance	22.47
Maintenance Trades Helper	17.38
Millwright	22.47
Office Appliance Repairer	21.45
Painter, Aircraft	21.45
Painter, Maintenance	21.45
Pipefitter, Maintenance	25.83
Plumber, Maintenance	24.65
Pneudraulic Systems Mechanic	22.47
Rigger	22.47
Scale Mechanic	20.43
Sheet-Metal Worker, Maintenance	25.83
Small Engine Mechanic	20.43
Telecommunication Mechanic I	23.63
Telecommunication Mechanic II	27.00
Telephone Lineman	23.63
Welder, Combination, Maintenance	22.47
Well Driller	22.47
Woodcraft Worker	22.47
Woodworker	20.12

**Miscellaneous Occupations**

Animal Caretaker	11.22
Carnival Equipment Operator	11.92
Carnival Equipment Repairer	12.64
Carnival Worker	9.80
Cashier	11.70
Desk Clerk	14.09
Embalmer	18.71
Lifeguard	11.11
Mortician	18.71
Park Attendant (Aide)	13.94
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.11
Recreation Specialist	22.53
Recycling Worker	16.03
Sales Clerk	11.11
School Crossing Guard (Crosswalk Attendant)	11.27
Sport Official	11.11
Swimming Pool Operator	14.50
Vending Machine Attendant	12.39
Vending Machine Repairer	14.50
Vending Machine Repairer Helper	12.39

**Personal Needs Occupations**

Child Care Attendant	12.47
Child Care Center Clerk	15.54
Chore Aid	10.26
Homemaker	17.26

**Plant and System Operation Occupations**

Boiler Tender	22.47
Sewage Plant Operator	21.44
Stationary Engineer	23.31
Ventilation Equipment Tender	17.38
Water Treatment Plant Operator	21.45

**Protective Service Occupations**

Alarm Monitor	13.19
Corrections Officer	24.74
Court Security Officer	23.89
Detention Officer	24.74
Firefighter	20.42
Guard I	10.65
Guard II	13.06
Police Officer	29.17

**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	20.84
Hatch Tender	20.84

Line Handler	20.84
Stevedore I	22.75
Stevedore II	25.19

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	26.07
Air Traffic Control Specialist, Station (2)	17.98
Air Traffic Control Specialist, Terminal (2)	19.79
Archeological Technician I	15.84
Archeological Technician II	17.81
Archeological Technician III	21.99
Cartographic Technician	21.99
Civil Engineering Technician	24.04
Computer Based Training (CBT) Specialist/ Instructor	25.25
Drafter I	15.41
Drafter II	19.10
Drafter III	23.72
Drafter IV	25.00
Engineering Technician I	15.85
Engineering Technician II	19.63
Engineering Technician III	21.69
Engineering Technician IV	22.61
Engineering Technician V	24.16
Engineering Technician VI	29.05
Environmental Technician	18.56
Flight Simulator/Instructor (Pilot)	27.95
Graphic Artist	25.25
Instructor	22.59
Laboratory Technician	17.38
Mathematical Technician	21.99
Paralegal/Legal Assistant I	17.81
Paralegal/Legal Assistant II	21.02
Paralegal/Legal Assistant III	25.70
Paralegal/Legal Assistant IV	31.51
Photooptics Technician	21.99
Technical Writer	23.59
Unexploded (UXO) Safety Escort	16.57
Unexploded (UXO) Sweep Personnel	16.57
Unexploded Ordnance (UXO) Technician I	16.57
Unexploded Ordnance (UXO) Technician II	20.05
Unexploded Ordnance (UXO) Technician III	24.02
Weather Observer, Combined Upper Air and Surface Programs (3)	15.09
Weather Observer, Senior (3)	21.12
Weather Observer, Upper Air (3)	15.09

**Transportation/ Mobile Equipment Operation Occupations**

Bus Driver	18.36
Parking and Lot Attendant	13.19
Shuttle Bus Driver	16.94



Taxi Driver	15.74
Truckdriver, Heavy Truck	19.38
Truckdriver, Light Truck	16.94
Truckdriver, Medium Truck	18.36
Truckdriver, Tractor-Trailer	20.41

---

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$1.92 an hour or \$76.80 a week or \$332.80 a month.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, blending, dying, mixing, and pressing of sensitive explosives pyrotechnic compositions such as lead azide, black powder and photoflash power. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and, possibly adjacent employees, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerine is covered under high degree hazard.)

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms

and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210



William W. Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1994-2055  
Revision No.: 15  
Date of Last Revision: 09/13/2000

State: California

Area: California Counties of Alpine, Amador, Butte, Colusa, Del Norte, El Dorado, Glenn, Humboldt, Lake, Mendocino, Modoc, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Siskiyou, Sutter, Tehama, Trinity, Yolo, Yuba

**\*\* Fringe Benefits Required Follow the Occupational Listing \*\***

**OCCUPATION TITLE**

**MINIMUM WAGE RATE**

**Administrative Support and Clerical Occupations**

Accounting Clerk I	11.14
Accounting Clerk II	12.04
Accounting Clerk III	14.68
Accounting Clerk IV	15.01
Court Reporter	14.22
Dispatcher, Motor Vehicle	14.22
Document Preparation Clerk	12.04
Duplicating Machine Operator	12.04
Film/Tape Librarian	11.63
General Clerk I	8.50
General Clerk II	9.63
General Clerk III	12.04
General Clerk IV	14.13
Housing Referral Assistant	14.96
Key Entry Operator I	10.51
Key Entry Operator II	12.11
Messenger (Courier)	8.50
Order Clerk I	11.35
Order Clerk II	12.40
Personnel Assistant (Employment) I	10.51
Personnel Assistant (Employment) II	14.73
Personnel Assistant (Employment) III	16.69
Personnel Assistant (Employment) IV	17.64
Production Control Clerk	14.96
Rental Clerk	12.40
Scheduler, Maintenance	11.63
Secretary I	11.63
Secretary II	14.22
Secretary III	14.96
Secretary IV	16.92
Secretary V	18.46

Service Order Dispatcher	11.63
Stenographer I	10.36
Stenographer II	11.63
Supply Technician	16.92
Survey Worker (Interviewer)	14.22
Switchboard Operator-Receptionist	9.49
Test Examiner	14.22
Test Proctor	14.22
Travel Clerk I	9.26
Travel Clerk II	9.98
Travel Clerk III	10.74
Word Processor I	11.12
Word Processor II	13.71
Word Processor III	15.36

**Automatic Data Processing Occupations**

Computer Data Librarian	10.85
Computer Operator I	10.74
Computer Operator II	13.04
Computer Operator III	16.13
Computer Operator IV	18.47
Computer Operator V	19.06
Computer Programmer I (1)	13.63
Computer Programmer II (1)	16.61
Computer Programmer III (1)	20.70
Computer Programmer IV (1)	24.58
Computer Systems Analyst I (1)	21.04
Computer Systems Analyst II (1)	25.96
Computer Systems Analyst III (1)	27.15
Peripheral Equipment Operator	10.85

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	19.38
Automotive Glass Installer	17.44
Automotive Worker	17.44
Electrician, Automotive	18.40
Mobile Equipment Servicer	15.50
Motor Equipment Metal Mechanic	19.38
Motor Equipment Metal Worker	17.44
Motor Vehicle Mechanic	18.08
Motor Vehicle Mechanic Helper	14.53
Motor Vehicle Upholstery Worker	16.47
Motor Vehicle Wrecker	17.44
Painter, Automotive	18.40
Radiator Repair Specialist	17.44
Tire Repairer	14.98
Transmission Repair Specialist	19.38

**Food Preparation and Service Occupations**

Baker	15.15
Cook I	13.53
Cook II	15.15
Dishwasher	10.27
Food Service Worker	10.27
Meat Cutter	15.15
Waiter/Waitress	11.07

**Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	18.40
Furniture Handler	12.60
Furniture Refinisher	18.40
Furniture Refinisher Helper	14.53
Furniture Repairer, Minor	16.47
Upholsterer	18.40

**General Services and Support Occupations**

Cleaner, Vehicles	10.27
Elevator Operator	10.27
Gardener	13.53
House Keeping Aid I	9.46
House Keeping Aid II	10.27
Janitor	10.27
Laborer, Grounds Maintenance	11.07
Maid or Houseman	9.46
Pest Controller	14.35
Refuse Collector	10.27
Tractor Operator	12.70
Window Cleaner	11.07

**Health Occupations**

Dental Assistant	11.21
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.21
Licensed Practical Nurse I	11.91
Licensed Practical Nurse II	13.38
Licensed Practical Nurse III	14.99
Medical Assistant	10.02
Medical Laboratory Technician	10.02
Medical Record Clerk	10.02
Medical Record Technician	13.89
Nursing Assistant I	7.28
Nursing Assistant II	8.18
Nursing Assistant III	10.45
Nursing Assistant IV	12.43
Pharmacy Technician	12.50
Phlebotomist	10.02
Registered Nurse I	16.22
Registered Nurse II	19.85
Registered Nurse II, Specialist	19.85

Registered Nurse III	24.00
Registered Nurse III, Anesthetist	24.00
Registered Nurse IV	28.75

**Information and Arts Occupations**

Audiovisual Librarian	16.92
Exhibits Specialist I	19.44
Exhibits Specialist II	23.22
Exhibits Specialist III	28.39
Illustrator I	19.44
Illustrator II	23.22
Illustrator III	28.39
Librarian	18.46
Library Technician	15.13
Photographer I	15.40
Photographer II	19.44
Photographer III	23.22
Photographer IV	28.39
Photographer V	34.33

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	6.77
Counter Attendant	6.77
Dry Cleaner	9.46
Finisher, Flatwork, Machine	6.77
Presser, Hand	6.77
Presser, Machine, Drycleaning	6.77
Presser, Machine, Shirts	6.77
Presser, Machine, Wearing Apparel, Laundry	6.77
Sewing Machine Operator	10.30
Tailor	11.13
Washer, Machine	7.78

**Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Toolroom)	18.40
Tool and Die Maker	21.89

**Material Handling and Packing Occupations**

Forklift Operator	13.53
Fuel Distribution System Operator	15.50
Material Coordinator	15.20
Material Expediter	15.20
Material Handling Laborer	8.80
Order Filler	14.68
Production Line Worker (Food Processing)	13.47
Shipping Packer	10.87
Shipping/Receiving Clerk	10.87
Stock Clerk (Shelf Stocker; Store Worker II)	12.48
Store Worker I	10.51

Tools and Parts Attendant	13.47
Warehouse Specialist	13.47
<b>Mechanics and Maintenance and Repair Occupations</b>	
Aircraft Mechanic	19.38
Aircraft Mechanic Helper	14.53
Aircraft Quality Control Inspector	20.35
Aircraft Servicer	16.47
Aircraft Worker	17.44
Appliance Mechanic	18.40
Bicycle Repairer	14.98
Cable Splicer	19.38
Carpenter, Maintenance	18.40
Carpet Layer	17.44
Electrician, Maintenance	23.29
Electronics Technician, Maintenance I	17.31
Electronics Technician, Maintenance II	18.24
Electronics Technician, Maintenance III	21.92
Fabric Worker	16.47
Fire Alarm System Mechanic	19.38
Fire Extinguisher Repairer	15.50
Fuel Distribution System Mechanic	19.38
General Maintenance Worker	16.51
Heating, Refrigeration and Air Conditioning Mechanic	19.38
Heavy Equipment Mechanic	19.38
Heavy Equipment Operator	19.38
Instrument Mechanic	19.38
Laborer	10.27
Locksmith	18.40
Machinery Maintenance Mechanic	17.86
Machinist, Maintenance	19.38
Maintenance Trades Helper	14.53
Millwright	19.38
Office Appliance Repairer	18.40
Painter, Aircraft	18.40
Painter, Maintenance	18.40
Pipefitter, Maintenance	19.38
Plumber, Maintenance	18.40
Pneudraulic Systems Mechanic	19.38
Rigger	19.38
Scale Mechanic	17.44
Sheet-Metal Worker, Maintenance	19.38
Small Engine Mechanic	17.44
Telecommunication Mechanic I	19.38
Telecommunication Mechanic II	20.35
Telephone Lineman	19.38
Welder, Combination, Maintenance	19.38
Well Driller	19.38
Woodcraft Worker	19.38



Woodworker	15.50
<b>Miscellaneous Occupations</b>	
Animal Caretaker	11.89
Carnival Equipment Operator	12.70
Carnival Equipment Repairer	13.53
Carnival Worker	10.27
Cashier	7.85
Desk Clerk	9.62
Embalmer	16.99
Lifeguard	9.49
Mortician	16.99
Park Attendant (Aide)	10.67
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.49
Recreation Specialist	13.30
Recycling Worker	12.70
Sales Clerk	9.49
School Crossing Guard (Crosswalk Attendant)	10.27
Sport Official	9.49
Survey Party Chief (Chief of Party)	15.56
Surveying Aide	7.69
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	10.55
Swimming Pool Operator	15.15
Vending Machine Attendant	12.70
Vending Machine Repairer	15.15
Vending Machine Repairer Helper	12.70
<b>Personal Needs Occupations</b>	
Child Care Attendant	9.62
Child Care Center Clerk	11.99
Chore Aid	9.46
Homemaker	13.30
<b>Plant and System Operation Occupations</b>	
Boiler Tender	19.38
Sewage Plant Operator	18.40
Stationary Engineer	19.38
Ventilation Equipment Tender	14.53
Water Treatment Plant Operator	18.40
<b>Protective Service Occupations</b>	
Alarm Monitor	15.65
Corrections Officer	21.17
Court Security Officer	21.17
Detention Officer	21.17
Firefighter	18.02
Guard I	7.14
Guard II	15.65
Police Officer	21.40

**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	16.11
Hatch Tender	16.11
Line Handler	16.11
Stevedore I	15.24
Stevedore II	17.01

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	26.73
Air Traffic Control Specialist, Station (2)	18.44
Air Traffic Control Specialist, Terminal (2)	20.30
Archeological Technician I	16.77
Archeological Technician II	18.75
Archeological Technician III	23.22
Cartographic Technician	23.22
Civil Engineering Technician	23.22
Computer Based Training (CBT) Specialist/ Instructor	20.90
Drafter I	14.41
Drafter II	15.40
Drafter III	19.44
Drafter IV	23.22
Engineering Technician I	12.43
Engineering Technician II	13.94
Engineering Technician III	15.63
Engineering Technician IV	19.61
Engineering Technician V	23.65
Engineering Technician VI	28.61
Environmental Technician	18.47
Flight Simulator/Instructor (Pilot)	25.96
Graphic Artist	20.90
Instructor	20.90
Laboratory Technician	16.13
Mathematical Technician	19.61
Paralegal/Legal Assistant I	15.13
Paralegal/Legal Assistant II	16.92
Paralegal/Legal Assistant III	20.42
Paralegal/Legal Assistant IV	25.01
Photooptics Technician	19.61
Technical Writer	26.02
Unexploded (UXO) Safety Escort	16.99
Unexploded (UXO) Sweep Personnel	16.99
Unexploded Ordnance (UXO) Technician I	16.99
Unexploded Ordnance (UXO) Technician II	20.56
Unexploded Ordnance (UXO) Technician III	24.64
Weather Observer, Combined Upper Air and Surface Programs (3)	16.13
Weather Observer, Senior (3)	17.04
Weather Observer, Upper Air (3)	16.13

**Transportation/ Mobile Equipment Operation Occupations**

Bus Driver	14.52
Parking and Lot Attendant	7.07
Shuttle Bus Driver	9.42
Taxi Driver	8.81
Truckdriver, Heavy Truck	16.61
Truckdriver, Light Truck	9.42
Truckdriver, Medium Truck	14.52
Truckdriver, Tractor-Trailer	16.61

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$1.92 an hour or \$76.80 a week or \$332.80 a month.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, blending, dying, mixing, and pressing of sensitive explosives pyrotechnic compositions such as lead azide, black powder and photoflash power. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and, possibly adjacent employees, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of explosive and incendiary ordnance material other

than small arms ammunition. (Distribution of raw nitroglycerine is covered under high degree hazard.)

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

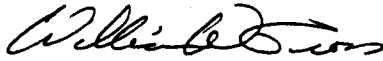
6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210



William W. Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1994-2059  
Revision No.: 15  
Date of Last Revision: 09/13/2000

State: California

Area: California Counties of Marin, San Francisco, San Mateo

**\*\* Fringe Benefits Required Follow the Occupational Listing \*\***

**OCCUPATION TITLE**

**MINIMUM WAGE RATE**

**Administrative Support and Clerical Occupations**

Accounting Clerk I	11.97
Accounting Clerk II	12.25
Accounting Clerk III	14.03
Accounting Clerk IV	16.54
Court Reporter	14.84
Dispatcher, Motor Vehicle	14.84
Document Preparation Clerk	12.82
Duplicating Machine Operator	12.82
Film/Tape Librarian	13.96
General Clerk I	9.28
General Clerk II	10.43
General Clerk III	12.82
General Clerk IV	15.49
Housing Referral Assistant	15.98
Key Entry Operator I	9.92
Key Entry Operator II	12.64
Messenger (Courier)	9.28
Order Clerk I	11.50
Order Clerk II	15.83
Personnel Assistant (Employment) I	10.13
Personnel Assistant (Employment) II	11.39
Personnel Assistant (Employment) III	15.16
Personnel Assistant (Employment) IV	16.04
Production Control Clerk	15.98
Rental Clerk	13.96
Scheduler, Maintenance	13.96
Secretary I	13.96
Secretary II	14.84
Secretary III	15.98
Secretary IV	17.72
Secretary V	21.40
Service Order Dispatcher	13.96
Stenographer I	14.78

Stenographer II	17.02
Supply Technician	17.72
Survey Worker (Interviewer)	14.84
Switchboard Operator-Receptionist	11.67
Test Examiner	14.84
Test Proctor	14.84
Travel Clerk I	11.37
Travel Clerk II	12.21
Travel Clerk III	13.17
Word Processor I	12.81
Word Processor II	14.39
Word Processor III	19.60

**Automatic Data Processing Occupations**

Computer Data Librarian	12.49
Computer Operator I	12.49
Computer Operator II	13.97
Computer Operator III	16.02
Computer Operator IV	17.49
Computer Operator V	19.40
Computer Programmer I (1)	15.15
Computer Programmer II (1)	18.76
Computer Programmer III (1)	22.91
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	21.99
Computer Systems Analyst II (1)	26.61
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	12.49

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	21.67
Automotive Glass Installer	19.83
Automotive Worker	19.83
Electrician, Automotive	20.75
Mobile Equipment Servicer	18.05
Motor Equipment Metal Mechanic	21.67
Motor Equipment Metal Worker	19.83
Motor Vehicle Mechanic	21.49
Motor Vehicle Mechanic Helper	16.94
Motor Vehicle Upholstery Worker	18.95
Motor Vehicle Wrecker	19.83
Painter, Automotive	20.75
Radiator Repair Specialist	19.83
Tire Repairer	17.44
Transmission Repair Specialist	21.67

**Food Preparation and Service Occupations**

Baker	18.24
Cook I	16.60

Cook II	18.24
Dishwasher	12.45
Food Service Worker	12.45
Meat Cutter	18.24
Waiter/Waitress	13.50

**Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	20.75
Furniture Handler	20.75
Furniture Refinisher	20.75
Furniture Refinisher Helper	16.94
Furniture Repairer, Minor	18.95
Upholsterer	20.75

**General Services and Support Occupations**

Cleaner, Vehicles	12.45
Elevator Operator	12.45
Gardener	16.60
House Keeping Aid I	11.40
House Keeping Aid II	12.45
Janitor	12.45
Laborer, Grounds Maintenance	13.50
Maid or Houseman	11.40
Pest Controller	17.43
Refuse Collector	14.50
Tractor Operator	15.59
Window Cleaner	13.50

**Health Occupations**

Dental Assistant	11.78
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	15.38
Licensed Practical Nurse I	9.38
Licensed Practical Nurse II	10.53
Licensed Practical Nurse III	11.78
Medical Assistant	11.73
Medical Laboratory Technician	11.73
Medical Record Clerk	11.73
Medical Record Technician	16.69
Nursing Assistant I	7.64
Nursing Assistant II	8.59
Nursing Assistant III	9.38
Nursing Assistant IV	10.53
Pharmacy Technician	15.27
Phlebotomist	11.73
Registered Nurse I	22.11
Registered Nurse II	27.96
Registered Nurse II, Specialist	27.96
Registered Nurse III	31.90
Registered Nurse III, Anesthetist	31.90



**Registered Nurse IV**

38.13

**Information and Arts Occupations**

Audiovisual Librarian	17.72
Exhibits Specialist I	18.56
Exhibits Specialist II	21.83
Exhibits Specialist III	26.31
Illustrator I	18.56
Illustrator II	21.83
Illustrator III	26.31
Librarian	21.40
Library Technician	14.84
Photographer I	16.59
Photographer II	18.56
Photographer III	21.83
Photographer IV	26.31
Photographer V	31.82

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	9.50
Counter Attendant	9.50
Dry Cleaner	12.37
Finisher, Flatwork, Machine	9.50
Presser, Hand	9.50
Presser, Machine, Drycleaning	9.50
Presser, Machine, Shirts	9.50
Presser, Machine, Wearing Apparel, Laundry	9.50
Sewing Machine Operator	13.24
Tailor	13.81
Washer, Machine	10.49

**Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Toolroom)	20.75
Tool and Die Maker	24.43

**Material Handling and Packing Occupations**

Forklift Operator	16.49
Fuel Distribution System Operator	18.05
Material Coordinator	17.76
Material Expediter	17.76
Material Handling Laborer	12.83
Order Filler	14.58
Production Line Worker (Food Processing)	15.89
Shipping Packer	13.32
Shipping/Receiving Clerk	13.32
Stock Clerk (Shelf Stocker, Store Worker II)	14.82
Store Worker I	11.42
Tools and Parts Attendant	15.89
Warehouse Specialist	15.89

**Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic	21.67
Aircraft Mechanic Helper	16.94
Aircraft Quality Control Inspector	22.58
Aircraft Servicer	18.96
Aircraft Worker	19.83
Appliance Mechanic	20.75
Bicycle Repairer	18.57
Cable Splicer	21.67
Carpenter, Maintenance	20.75
Carpet Layer	19.83
Electrician, Maintenance	25.42
Electronics Technician, Maintenance I	19.22
Electronics Technician, Maintenance II	23.37
Electronics Technician, Maintenance III	25.19
Fabric Worker	18.95
Fire Alarm System Mechanic	21.67
Fire Extinguisher Repairer	18.05
Fuel Distribution System Mechanic	21.67
General Maintenance Worker	19.22
Heating, Refrigeration and Air Conditioning Mechanic	21.67
Heavy Equipment Mechanic	21.67
Heavy Equipment Operator	23.30
Instrument Mechanic	21.67
Laborer	12.83
Locksmith	20.75
Machinery Maintenance Mechanic	21.67
Machinist, Maintenance	21.67
Maintenance Trades Helper	16.94
Millwright	21.67
Office Appliance Repairer	20.75
Painter, Aircraft	20.75
Painter, Maintenance	20.75
Pipefitter, Maintenance	21.67
Plumber, Maintenance	20.75
Pneudraulic Systems Mechanic	21.67
Rigger	21.67
Scale Mechanic	19.83
Sheet-Metal Worker, Maintenance	21.67
Small Engine Mechanic	19.83
Telecommunication Mechanic I	21.67
Telecommunication Mechanic II	22.58
Telephone Lineman	21.67
Welder, Combination, Maintenance	21.67
Well Driller	21.67
Woodcraft Worker	21.67
Woodworker	18.05

**Miscellaneous Occupations**

Animal Caretaker	14.54
Carnival Equipment Operator	15.59
Carnival Equipment Repairer	16.60
Carnival Worker	12.45
Cashier	8.46
Desk Clerk	10.34
Embalmer	17.84
Lifeguard	9.21
Mortician	17.84
Park Attendant (Aide)	11.58
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.32
Recreation Specialist	14.35
Recycling Worker	15.59
Sales Clerk	9.21
School Crossing Guard (Crosswalk Attendant)	12.45
Sport Official	9.21
Survey Party Chief (Chief of Party)	27.29
Surveying Aide	15.78
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	18.56
Swimming Pool Operator	18.24
Vending Machine Attendant	15.59
Vending Machine Repairer	18.24
Vending Machine Repairer Helper	15.59

**Personal Needs Occupations**

Child Care Attendant	8.99
Child Care Center Clerk	13.19
Chore Aid	11.40
Homemaker	12.47

**Plant and System Operation Occupations**

Boiler Tender	21.67
Sewage Plant Operator	20.75
Stationary Engineer	21.67
Ventilation Equipment Tender	16.94
Water Treatment Plant Operator	20.75

**Protective Service Occupations**

Alarm Monitor	13.34
Corrections Officer	21.60
Court Security Officer	21.60
Detention Officer	21.60
Firefighter	19.06
Guard I	7.95
Guard II	13.34
Police Officer	24.41

**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	18.59
Hatch Tender	18.59
Line Handler	18.59
Stevedore I	17.76
Stevedore II	19.46

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	28.08
Air Traffic Control Specialist, Station (2)	19.36
Air Traffic Control Specialist, Terminal (2)	21.41
Archeological Technician I	15.76
Archeological Technician II	17.64
Archeological Technician III	21.83
Cartographic Technician	21.83
Civil Engineering Technician	21.83
Computer Based Training (CBT) Specialist/ Instructor	21.99
Drafter I	14.77
Drafter II	16.59
Drafter III	18.56
Drafter IV	21.83
Engineering Technician I	14.20
Engineering Technician II	15.94
Engineering Technician III	17.83
Engineering Technician IV	21.27
Engineering Technician V	24.35
Engineering Technician VI	29.47
Environmental Technician	19.67
Flight Simulator/Instructor (Pilot)	26.61
Graphic Artist	21.99
Instructor	17.54
Laboratory Technician	15.99
Mathematical Technician	21.27
Paralegal/Legal Assistant I	14.95
Paralegal/Legal Assistant II	17.72
Paralegal/Legal Assistant III	21.68
Paralegal/Legal Assistant IV	26.24
Photooptics Technician	21.27
Technical Writer	25.67
Unexploded (UXO) Safety Escort	17.84
Unexploded (UXO) Sweep Personnel	17.84
Unexploded Ordnance (UXO) Technician I	17.84
Unexploded Ordnance (UXO) Technician II	21.59
Unexploded Ordnance (UXO) Technician III	25.88
Weather Observer, Combined Upper Air and Surface Programs (3)	15.99
Weather Observer, Senior (3)	17.77
Weather Observer, Upper Air (3)	15.99

**Transportation/ Mobile Equipment Operation Occupations**

Bus Driver	18.14
Parking and Lot Attendant	11.78
Shuttle Bus Driver	15.71
Taxi Driver	14.75
Truckdriver, Heavy Truck	21.32
Truckdriver, Light Truck	15.71
Truckdriver, Medium Truck	18.14
Truckdriver, Tractor-Trailer	21.32

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$1.92 an hour or \$76.80 a week or \$332.80 a month.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 12 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, blending, drying, mixing, and pressing of sensitive explosives pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and, possibly adjacent employees, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of explosive and incendiary ordnance material other

than small arms ammunition. (Distribution of raw nitroglycerine is covered under high degree hazard.)

#### OCCUPATION NOTES:

Janitor: The rate for the Janitor occupation applies to Marin and San Mateo Counties only. See Wage Determination 1974-1257 for the wage rates and fringe benefits for San Francisco County.

Laundry, Drycleaning, Pressing and Related Occupations: The rates for the occupations in this category apply to San Mateo county only. See Wage Determination 1981-1168 for the wage rates and fringe benefits for Marin and San Francisco counties.

#### \*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

#### \*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\*

##### Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

##### REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

##### Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized

representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor



William W. Gross  
Director

Division of  
Wage Determinations

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2081  
Revision No.: 14  
Date of Last Revision: 09/13/2000

State: Colorado

Area: Colorado Counties of Adams, Arapahoe, Boulder, Clear Creek, Denver, Douglas, Elbert, Gilpin, Grand, Jackson, Jefferson, Larimer, Logan, Morgan, Park, Phillips, Sedgwick, Summit, Washington, Weld, Yuma

\*\* Fringe Benefits Required Follow the Occupational Listing \*\*

OCCUPATION TITLE

MINIMUM WAGE RATE

**Administrative Support and Clerical Occupations**

Accounting Clerk I	9.78
Accounting Clerk II	10.11
Accounting Clerk III	12.14
Accounting Clerk IV	14.75
Court Reporter	13.48
Dispatcher, Motor Vehicle	13.48
Document Preparation Clerk	9.85
Duplicating Machine Operator	9.85
Film/Tape Librarian	10.43
General Clerk I	7.90
General Clerk II	8.85
General Clerk III	9.85
General Clerk IV	11.59
Housing Referral Assistant	14.28
Key Entry Operator I	8.49
Key Entry Operator II	10.14
Messenger (Courier)	7.90
Order Clerk I	9.58
Order Clerk II	10.11
Personnel Assistant (Employment) I	10.28
Personnel Assistant (Employment) II	11.55
Personnel Assistant (Employment) III	13.08
Personnel Assistant (Employment) IV	14.52
Production Control Clerk	14.28
Rental Clerk	10.43
Scheduler, Maintenance	10.43
Secretary I	10.43
Secretary II	13.48
Secretary III	14.28
Secretary IV	16.15
Secretary V	17.93
Service Order Dispatcher	10.43



Stenographer I	11.21
Stenographer II	13.72
Supply Technician	16.15
Survey Worker (Interviewer)	13.48
Switchboard Operator-Receptionist	8.97
Test Examiner	13.48
Test Proctor	13.48
Travel Clerk I	9.46
Travel Clerk II	9.92
Travel Clerk III	10.62
Word Processor I	9.94
Word Processor II	11.40
Word Processor III	13.22

**Automatic Data Processing Occupations**

Computer Data Librarian	10.36
Computer Operator I	10.36
Computer Operator II	11.64
Computer Operator III	15.00
Computer Operator IV	16.64
Computer Operator V	18.44
Computer Programmer I (1)	14.15
Computer Programmer II (1)	17.08
Computer Programmer III (1)	20.91
Computer Programmer IV (1)	24.45
Computer Systems Analyst I (1)	20.00
Computer Systems Analyst II (1)	24.95
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	10.36

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	17.99
Automotive Glass Installer	16.73
Automotive Worker	16.73
Electrician, Automotive	17.99
Mobile Equipment Servicer	15.50
Motor Equipment Metal Mechanic	17.99
Motor Equipment Metal Worker	16.73
Motor Vehicle Mechanic	17.99
Motor Vehicle Mechanic Helper	14.45
Motor Vehicle Upholstery Worker	16.73
Motor Vehicle Wrecker	16.73
Painter, Automotive	17.33
Radiator Repair Specialist	16.73
Tire Repairer	14.98
Transmission Repair Specialist	17.99

**Food Preparation and Service Occupations**

Baker	11.01
-------	-------

Cook I	10.00
Cook II	11.01
Dishwasher	7.25
Food Service Worker	7.25
Meat Cutter	11.01
Waiter/Waitress	7.90

**Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	17.33
Furniture Handler	14.45
Furniture Refinisher	17.33
Furniture Refinisher Helper	14.45
Furniture Repairer, Minor	16.45
Upholsterer	17.33

**General Services and Support Occupations**

Cleaner, Vehicles	7.25
Elevator Operator	7.25
Gardener	10.00
House Keeping Aid I	6.52
House Keeping Aid II	7.25
Janitor	7.25
Laborer, Grounds Maintenance	7.90
Maid or Houseman	6.52
Pest Controller	10.58
Refuse Collector	7.25
Tractor Operator	9.27
Window Cleaner	7.90

**Health Occupations**

Dental Assistant	10.10
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.10
Licensed Practical Nurse I	11.17
Licensed Practical Nurse II	12.54
Licensed Practical Nurse III	14.04
Medical Assistant	9.03
Medical Laboratory Technician	9.03
Medical Record Clerk	9.03
Medical Record Technician	12.50
Nursing Assistant I	6.55
Nursing Assistant II	7.57
Nursing Assistant III	10.46
Nursing Assistant IV	11.74
Pharmacy Technician	11.25
Phlebotomist	9.03
Registered Nurse I	15.10
Registered Nurse II	18.48
Registered Nurse II, Specialist	18.48
Registered Nurse III	23.32

Registered Nurse III, Anesthetist	23.32
Registered Nurse IV	27.95

**Information and Arts Occupations**

Audiovisual Librarian	16.82
Exhibits Specialist I	14.74
Exhibits Specialist II	18.26
Exhibits Specialist III	22.27
Illustrator I	14.74
Illustrator II	18.26
Illustrator III	22.27
Librarian	17.93
Library Technician	15.69
Photographer I	12.43
Photographer II	14.74
Photographer III	18.26
Photographer IV	22.27
Photographer V	27.02

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	6.90
Counter Attendant	6.90
Dry Cleaner	9.08
Finisher, Flatwork, Machine	6.90
Presser, Hand	6.90
Presser, Machine, Drycleaning	6.90
Presser, Machine, Shirts	6.90
Presser, Machine, Wearing Apparel, Laundry	6.90
Sewing Machine Operator	9.76
Tailor	10.51
Washer, Machine	8.47

**Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Toolroom)	17.33
Tool and Die Maker	20.40

**Material Handling and Packing Occupations**

Forklift Operator	14.70
Fuel Distribution System Operator	15.50
Material Coordinator	14.87
Material Expediter	14.87
Material Handling Laborer	10.31
Order Filler	11.18
Production Line Worker (Food Processing)	12.87
Shipping Packer	11.44
Shipping/Receiving Clerk	11.44
Stock Clerk (Shelf Stocker; Store Worker II)	11.91
Store Worker I	11.44
Tools and Parts Attendant	12.87

Warehouse Specialist	12.87
<b>Mechanics and Maintenance and Repair Occupations</b>	
Aircraft Mechanic	17.99
Aircraft Mechanic Helper	14.45
Aircraft Quality Control Inspector	11.93
Aircraft Servicer	16.45
Aircraft Worker	16.73
Appliance Mechanic	17.33
Bicycle Repairer	14.98
Cable Splicer	17.99
Carpenter, Maintenance	17.33
Carpet Layer	16.73
Electrician, Maintenance	18.82
Electronics Technician, Maintenance I	16.73
Electronics Technician, Maintenance II	18.25
Electronics Technician, Maintenance III	19.36
Fabric Worker	16.45
Fire Alarm System Mechanic	17.99
Fire Extinguisher Repairer	16.45
Fuel Distribution System Mechanic	17.99
General Maintenance Worker	16.19
Heating, Refrigeration and Air Conditioning Mechanic	17.99
Heavy Equipment Mechanic	17.99
Heavy Equipment Operator	17.99
Instrument Mechanic	17.99
Laborer	7.25
Locksmith	17.33
Machinery Maintenance Mechanic	17.99
Machinist, Maintenance	18.11
Maintenance Trades Helper	14.45
Millwright	17.99
Office Appliance Repairer	17.33
Painter, Aircraft	17.33
Painter, Maintenance	17.33
Pipefitter, Maintenance	17.99
Plumber, Maintenance	17.33
Pneudraulic Systems Mechanic	17.99
Rigger	17.99
Scale Mechanic	16.73
Sheet-Metal Worker, Maintenance	17.99
Small Engine Mechanic	16.73
Telecommunication Mechanic I	17.99
Telecommunication Mechanic II	18.54
Telephone Lineman	17.99
Welder, Combination, Maintenance	17.99
Well Driller	17.99
Woodcraft Worker	17.99
Woodworker	16.73

**Miscellaneous Occupations**

Animal Caretaker	8.62
Carnival Equipment Operator	9.27
Carnival Equipment Repairer	10.00
Carnival Worker	7.25
Cashier	5.82
Desk Clerk	6.98
Embalmer	20.60
Lifeguard	7.96
Mortician	20.60
Park Attendant (Aide)	7.80
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	6.21
Recreation Specialist	9.68
Recycling Worker	9.27
Sales Clerk	6.21
School Crossing Guard (Crosswalk Attendant)	7.25
Sport Official	6.21
Survey Party Chief (Chief of Party)	9.37
Surveying Aide	5.33
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	8.73
Swimming Pool Operator	11.01
Vending Machine Attendant	9.27
Vending Machine Repairer	11.01
Vending Machine Repairer Helper	9.27

**Personal Needs Occupations**

Child Care Attendant	6.98
Child Care Center Clerk	8.69
Chore Aid	6.52
Homemaker	9.67

**Plant and System Operation Occupations**

Boiler Tender	17.99
Sewage Plant Operator	17.33
Stationary Engineer	17.99
Ventilation Equipment Tender	14.45
Water Treatment Plant Operator	17.33

**Protective Service Occupations**

Alarm Monitor	11.17
Corrections Officer	16.36
Court Security Officer	16.36
Detention Officer	16.36
Firefighter	15.27
Guard I	6.72
Guard II	11.17
Police Officer	19.18

**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	15.24
Hatch Tender	15.24
Line Handler	15.24
Stevedore I	14.61
Stevedore II	15.85

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	26.99
Air Traffic Control Specialist, Station (2)	18.61
Air Traffic Control Specialist, Terminal (2)	20.50
Archeological Technician I	13.17
Archeological Technician II	14.73
Archeological Technician III	18.26
Cartographic Technician	18.26
Civil Engineering Technician	18.26
Computer Based Training (CBT) Specialist/ Instructor	20.00
Drafter I	11.08
Drafter II	12.43
Drafter III	14.74
Drafter IV	18.24
Engineering Technician I	11.87
Engineering Technician II	13.92
Engineering Technician III	16.61
Engineering Technician IV	19.46
Engineering Technician V	22.36
Engineering Technician VI	27.06
Environmental Technician	18.20
Flight Simulator/Instructor (Pilot)	24.95
Graphic Artist	20.00
Instructor	20.60
Laboratory Technician	15.00
Mathematical Technician	19.46
Paralegal/Legal Assistant I	13.48
Paralegal/Legal Assistant II	16.15
Paralegal/Legal Assistant III	19.70
Paralegal/Legal Assistant IV	23.90
Photooptics Technician	19.46
Technical Writer	25.88
Unexploded (UXO) Safety Escort	17.15
Unexploded (UXO) Sweep Personnel	17.15
Unexploded Ordnance (UXO) Technician I	17.15
Unexploded Ordnance (UXO) Technician II	20.75
Unexploded Ordnance (UXO) Technician III	24.87
Weather Observer, Combined Upper Air and Surface Programs (3)	14.58
Weather Observer, Senior (3)	16.53
Weather Observer, Upper Air (3)	14.58

**Transportation/ Mobile Equipment Operation Occupations**

Bus Driver	14.30
Parking and Lot Attendant	7.46
Shuttle Bus Driver	12.59
Taxi Driver	11.72
Truckdriver, Heavy Truck	14.90
Truckdriver, Light Truck	10.29
Truckdriver, Medium Truck	14.30
Truckdriver, Tractor-Trailer	14.90

---

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$1.92 an hour or \$76.80 a week or \$332.80 a month.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, blending, drying, mixing, and pressing of sensitive explosives pyrotechnic compositions such as lead azide, black powder and photoflash power. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and, possibly adjacent employees, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of explosive and incendiary ordnance material other

than small arms ammunition. (Distribution of raw nitroglycerine is covered under high degree hazard.)

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))**

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).



4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor



William W. Gross  
Director

Division of  
Wage Determinations

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2103  
Revision No.: 22  
Date of Last Revision: 09/13/2000

States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide

Maryland Counties of Calvert, Charles, Frederick, Montgomery, Prince George's, St Mary's

Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, King George, Loudoun, Prince William, Stafford

**\*\* Fringe Benefits Required Follow the Occupational Listing \*\***

**OCCUPATION TITLE**

**MINIMUM WAGE RATE**

**Administrative Support and Clerical Occupations**

Accounting Clerk I	10.16
Accounting Clerk II	11.88
Accounting Clerk III	14.04
Accounting Clerk IV	16.37
Court Reporter	13.68
Dispatcher, Motor Vehicle	14.33
Document Preparation Clerk	11.29
Duplicating Machine Operator	11.29
Film/Tape Librarian	13.64
General Clerk I	9.30
General Clerk II	10.92
General Clerk III	12.20
General Clerk IV	17.04
Housing Referral Assistant	17.20
Key Entry Operator I	10.40
Key Entry Operator II	11.62
Messenger (Courier)	9.30
Order Clerk I	11.65
Order Clerk II	12.88
Personnel Assistant (Employment) I	11.49
Personnel Assistant (Employment) II	12.54
Personnel Assistant (Employment) III	14.46
Personnel Assistant (Employment) IV	17.24
Production Control Clerk	16.30
Rental Clerk	14.02
Scheduler, Maintenance	14.02
Secretary I	14.02
Secretary II	15.35
Secretary III	17.21
Secretary IV	19.57

Secretary V	22.01
Service Order Dispatcher	12.50
Stenographer I	13.72
Stenographer II	15.39
Supply Technician	19.57
Survey Worker (Interviewer)	13.68
Switchboard Operator-Receptionist	10.64
Test Examiner	15.35
Test Proctor	15.35
Travel Clerk I	9.19
Travel Clerk II	9.87
Travel Clerk III	10.60
Word Processor I	10.85
Word Processor II	12.47
Word Processor III	15.47

**Automatic Data Processing Occupations**

Computer Data Librarian	10.56
Computer Operator I	10.59
Computer Operator II	12.48
Computer Operator III	15.13
Computer Operator IV	17.11
Computer Operator V	18.41
Computer Programmer I (1)	17.08
Computer Programmer II (1)	20.04
Computer Programmer III (1)	23.46
Computer Programmer IV (1)	27.21
Computer Systems Analyst I (1)	21.34
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	11.87

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	19.03
Automotive Glass Installer	17.03
Automotive Worker	17.03
Electrician, Automotive	18.05
Mobile Equipment Servicer	14.94
Motor Equipment Metal Mechanic	19.03
Motor Equipment Metal Worker	17.03
Motor Vehicle Mechanic	19.11
Motor Vehicle Mechanic Helper	13.85
Motor Vehicle Upholstery Worker	16.01
Motor Vehicle Wrecker	17.03
Painter, Automotive	18.05
Radiator Repair Specialist	17.03
Tire Repairer	14.43
Transmission Repair Specialist	19.03

**Food Preparation and Service Occupations**

Baker	11.87
Cook I	10.41
Cook II	11.87
Dishwasher	8.60
Food Service Worker	8.19
Meat Cutter	13.65
Waiter/Waitress	8.17

**Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	18.05
Furniture Handler	12.55
Furniture Refinisher	18.05
Furniture Refinisher Helper	13.85
Furniture Repairer, Minor	16.01
Upholsterer	18.05

**General Services and Support Occupations**

Cleaner, Vehicles	8.21
Elevator Operator	8.60
Gardener	11.94
House Keeping Aid I	7.67
House Keeping Aid II	8.50
Janitor	8.47
Laborer, Grounds Maintenance	9.37
Maid or Houseman	7.61
Pest Controller	11.17
Refuse Collector	8.60
Tractor Operator	11.07
Window Cleaner	9.23

**Health Occupations**

Dental Assistant	12.21
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.95
Licensed Practical Nurse I	14.11
Licensed Practical Nurse II	15.84
Licensed Practical Nurse III	17.73
Medical Assistant	10.92
Medical Laboratory Technician	10.92
Medical Record Clerk	10.92
Medical Record Technician	13.15
Nursing Assistant I	7.53
Nursing Assistant II	8.47
Nursing Assistant III	10.85
Nursing Assistant IV	12.18
Pharmacy Technician	11.84
Phlebotomist	10.19
Registered Nurse I	18.90

Registered Nurse II	21.19
Registered Nurse II, Specialist	21.19
Registered Nurse III	25.65
Registered Nurse III, Anesthetist	25.65
Registered Nurse IV	30.74

**Information and Arts Occupations**

Audiovisual Librarian	18.95
Exhibits Specialist I	15.64
Exhibits Specialist II	19.56
Exhibits Specialist III	24.08
Illustrator I	15.64
Illustrator II	19.56
Illustrator III	24.08
Librarian	21.32
Library Technician	13.99
Photographer I	13.93
Photographer II	15.64
Photographer III	19.56
Photographer IV	24.08
Photographer V	26.50

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	6.93
Counter Attendant	6.93
Dry Cleaner	8.94
Finisher, Flatwork, Machine	6.93
Presser, Hand	6.93
Presser, Machine, Drycleaning	6.93
Presser, Machine, Shirts	6.93
Presser, Machine, Wearing Apparel, Laundry	6.93
Sewing Machine Operator	9.66
Tailor	10.35
Washer, Machine	7.60

**Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Toolroom)	18.05
Tool and Die Maker	21.95

**Material Handling and Packing Occupations**

Forklift Operator	12.68
Fuel Distribution System Operator	17.62
Material Coordinator	16.10
Material Expediter	16.10
Material Handling Laborer	10.36
Order Filler	13.21
Production Line Worker (Food Processing)	11.64
Shipping Packer	12.21
Shipping/Receiving Clerk	13.09

Stock Clerk (Shelf Stocker; Store Worker II)	12.09
Store Worker I	8.61
Tools and Parts Attendant	14.77
Warehouse Specialist	13.05

**Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic	19.95
Aircraft Mechanic Helper	14.51
Aircraft Quality Control Inspector	21.01
Aircraft Servicer	16.78
Aircraft Worker	17.84
Appliance Mechanic	18.05
Bicycle Repairer	14.43
Cable Splicer	19.03
Carpenter, Maintenance	18.05
Carpet Layer	17.44
Electrician, Maintenance	19.20
Electronics Technician, Maintenance I	16.05
Electronics Technician, Maintenance II	20.49
Electronics Technician, Maintenance III	22.31
Fabric Worker	15.76
Fire Alarm System Mechanic	19.03
Fire Extinguisher Repairer	14.94
Fuel Distribution System Mechanic	19.03
General Maintenance Worker	16.46
Heating, Refrigeration and Air Conditioning Mechanic	19.03
Heavy Equipment Mechanic	19.03
Heavy Equipment Operator	19.31
Instrument Mechanic	19.03
Laborer	10.04
Locksmith	18.05
Machinery Maintenance Mechanic	20.51
Machinist, Maintenance	21.52
Maintenance Trades Helper	13.85
Millwright	19.03
Office Appliance Repairer	18.05
Painter, Aircraft	18.05
Painter, Maintenance	18.05
Pipefitter, Maintenance	18.39
Plumber, Maintenance	18.05
Pneudraulic Systems Mechanic	19.03
Rigger	19.03
Scale Mechanic	17.03
Sheet-Metal Worker, Maintenance	19.03
Small Engine Mechanic	20.05
Telecommunication Mechanic I	19.03
Telecommunication Mechanic II	20.05
Telephone Lineman	19.03
Welder, Combination, Maintenance	19.03

Well Driller	19.03
Woodcraft Worker	19.03
Woodworker	15.32

**Miscellaneous Occupations**

Animal Caretaker	8.91
Carnival Equipment Operator	11.11
Carnival Equipment Repairer	11.97
Carnival Worker	7.48
Cashier	7.75
Desk Clerk	9.78
Embalmer	19.04
Lifeguard	8.89
Mortician	21.63
Park Attendant (Aide)	11.17
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.03
Recreation Specialist	15.94
Recycling Worker	11.11
Sales Clerk	8.03
School Crossing Guard (Crosswalk Attendant)	8.60
Sport Official	8.89
Survey Party Chief (Chief of Party)	12.33
Surveying Aide	7.33
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.21
Swimming Pool Operator	11.87
Vending Machine Attendant	9.68
Vending Machine Repairer	11.90
Vending Machine Repairer Helper	9.68

**Personal Needs Occupations**

Child Care Attendant	8.99
Child Care Center Clerk	12.54
Chore Aid	7.61
Homemaker	14.35

**Plant and System Operation Occupations**

Boiler Tender	19.03
Sewage Plant Operator	18.05
Stationary Engineer	19.03
Ventilation Equipment Tender	13.85
Water Treatment Plant Operator	18.05

**Protective Service Occupations**

Alarm Monitor	12.39
Corrections Officer	17.69
Court Security Officer	18.18
Detention Officer	17.69
Firefighter	18.84
Guard I	8.80

Guard II	11.59
Police Officer	20.49

**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	16.46
Hatch Tender	14.31
Line Handler	14.31
Stevedore I	15.47
Stevedore II	17.45

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	26.40
Air Traffic Control Specialist, Station (2)	18.14
Air Traffic Control Specialist, Terminal (2)	20.30
Archeological Technician I	14.11
Archeological Technician II	15.78
Archeological Technician III	19.56
Cartographic Technician	22.50
Civil Engineering Technician	19.56
Computer Based Training (CBT) Specialist/ Instructor	21.34
Drafter I	11.84
Drafter II	14.82
Drafter III	16.64
Drafter IV	20.81
Engineering Technician I	13.74
Engineering Technician II	15.95
Engineering Technician III	19.17
Engineering Technician IV	21.99
Engineering Technician V	26.90
Engineering Technician VI	32.55
Environmental Technician	18.91
Flight Simulator/Instructor (Pilot)	27.76
Graphic Artist	18.56
Instructor	21.90
Laboratory Technician	15.13
Mathematical Technician	19.13
Paralegal/Legal Assistant I	14.53
Paralegal/Legal Assistant II	18.53
Paralegal/Legal Assistant III	22.67
Paralegal/Legal Assistant IV	27.43
Photooptics Technician	21.06
Technical Writer	19.90
Unexploded (UXO) Safety Escort	16.92
Unexploded (UXO) Sweep Personnel	16.92
Unexploded Ordnance (UXO) Technician I	16.92
Unexploded Ordnance (UXO) Technician II	20.47
Unexploded Ordnance (UXO) Technician III	24.53
Weather Observer, Combined Upper Air and Surface Programs (3)	15.13
Weather Observer, Senior (3)	17.62



Weather Observer, Upper Air (3)

15.13

**Transportation/ Mobile Equipment Operation Occupations**

Bus Driver	13.70
Parking and Lot Attendant	8.62
Shuttle Bus Driver	11.76
Taxi Driver	10.01
Truckdriver, Heavy Truck	17.52
Truckdriver, Light Truck	11.78
Truckdriver, Medium Truck	14.97
Truckdriver, Tractor-Trailer	17.52

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$1.92 an hour or \$76.80 a week or \$332.80 a month.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, blending, dying, mixing, and pressing of sensitive explosives pyrotechnic compositions such as lead azide, black powder and photoflash power. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and, possibly adjacent employees, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerine is covered under high degree hazard.)

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210



William W. Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1994-2111  
Revision No.: 17  
Date of Last Revision: 01/30/2001

State: Florida

Area: Florida Counties of Broward, Glades, Hendry, Martin, Okeechobee, Palm Beach, St Lucie

**\*\* Fringe Benefits Required Follow the Occupational Listing \*\***

**OCCUPATION TITLE**

**MINIMUM WAGE RATE**

**Administrative Support and Clerical Occupations**

Accounting Clerk I	9.54
Accounting Clerk II	11.30
Accounting Clerk III	14.02
Accounting Clerk IV	16.70
Court Reporter	14.30
Dispatcher, Motor Vehicle	15.60
Document Preparation Clerk	11.75
Duplicating Machine Operator	11.75
Film/Tape Librarian	11.33
General Clerk I	8.83
General Clerk II	9.96
General Clerk III	10.89
General Clerk IV	12.37
Housing Referral Assistant	16.53
Key Entry Operator I	9.53
Key Entry Operator II	11.62
Messenger (Courier)	9.05
Order Clerk I	10.29
Order Clerk II	11.50
Personnel Assistant (Employment) I	9.41
Personnel Assistant (Employment) II	11.69
Personnel Assistant (Employment) III	13.39
Personnel Assistant (Employment) IV	14.82
Production Control Clerk	15.27
Rental Clerk	11.58
Scheduler, Maintenance	11.58
Secretary I	11.58
Secretary II	14.79
Secretary III	16.53
Secretary IV	18.70
Secretary V	22.68
Service Order Dispatcher	11.71
Stenographer I	11.59

Stenographer II	12.41
Supply Technician	15.86
Survey Worker (Interviewer)	11.28
Switchboard Operator-Receptionist	9.57
Test Examiner	14.94
Test Proctor	14.94
Travel Clerk I	9.30
Travel Clerk II	10.10
Travel Clerk III	10.83
Word Processor I	10.55
Word Processor II	13.10
Word Processor III	13.24

**Automatic Data Processing Occupations**

Computer Data Librarian	12.63
Computer Operator I	12.43
Computer Operator II	13.39
Computer Operator III	17.40
Computer Operator IV	18.89
Computer Operator V	20.84
Computer Programmer I (1)	17.47
Computer Programmer II (1)	21.63
Computer Programmer III (1)	24.91
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	22.40
Computer Systems Analyst II (1)	27.10
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	12.91

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	15.95
Automotive Glass Installer	13.98
Automotive Worker	13.98
Electrician, Automotive	14.98
Mobile Equipment Servicer	12.01
Motor Equipment Metal Mechanic	15.95
Motor Equipment Metal Worker	13.98
Motor Vehicle Mechanic	16.43
Motor Vehicle Mechanic Helper	11.02
Motor Vehicle Upholstery Worker	13.00
Motor Vehicle Wrecker	13.98
Painter, Automotive	14.98
Radiator Repair Specialist	13.98
Tire Repairer	11.60
Transmission Repair Specialist	15.95

**Food Preparation and Service Occupations**

Baker	12.22
Cook I	10.49

Cook II	12.22
Dishwasher	8.03
Food Service Worker	7.38
Meat Cutter	12.22
Waiter/Waitress	7.92

**Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	14.98
Furniture Handler	9.80
Furniture Refinisher	14.98
Furniture Refinisher Helper	11.02
Furniture Repairer, Minor	13.00
Upholsterer	14.98

**General Services and Support Occupations**

Cleaner, Vehicles	8.03
Elevator Operator	7.22
Gardener	11.43
House Keeping Aid I	7.28
House Keeping Aid II	7.65
Janitor	7.22
Laborer, Grounds Maintenance	8.62
Maid or Houseman	7.50
Pest Controller	11.31
Refuse Collector	9.22
Tractor Operator	10.48
Window Cleaner	8.18

**Health Occupations**

Dental Assistant	13.01
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.88
Licensed Practical Nurse I	11.25
Licensed Practical Nurse II	12.60
Licensed Practical Nurse III	14.10
Medical Assistant	12.41
Medical Laboratory Technician	12.60
Medical Record Clerk	11.39
Medical Record Technician	13.21
Nursing Assistant I	8.16
Nursing Assistant II	9.17
Nursing Assistant III	10.01
Nursing Assistant IV	11.22
Pharmacy Technician	11.88
Phlebotomist	12.30
Registered Nurse I	17.32
Registered Nurse II	21.20
Registered Nurse II, Specialist	21.20
Registered Nurse III	25.65
Registered Nurse III, Anesthetist	25.65

Registered Nurse IV	30.73
---------------------	-------

**Information and Arts Occupations**

Audiovisual Librarian	16.26
Exhibits Specialist I	19.30
Exhibits Specialist II	20.64
Exhibits Specialist III	24.96
Illustrator I	17.38
Illustrator II	19.30
Illustrator III	20.64
Librarian	19.72
Library Technician	14.47
Photographer I	12.62
Photographer II	16.61
Photographer III	18.44
Photographer IV	22.68
Photographer V	27.43

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	7.80
Counter Attendant	7.80
Dry Cleaner	9.18
Finisher, Flatwork, Machine	7.80
Presser, Hand	7.80
Presser, Machine, Drycleaning	7.80
Presser, Machine, Shirts	7.80
Presser, Machine, Wearing Apparel, Laundry	7.80
Sewing Machine Operator	9.97
Tailor	10.69
Washer, Machine	8.42

**Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Toolroom)	14.98
Tool and Die Maker	19.23

**Material Handling and Packing Occupations**

Forklift Operator	12.31
Fuel Distribution System Operator	12.01
Material Coordinator	13.37
Material Expediter	13.37
Material Handling Laborer	8.68
Order Filler	10.35
Production Line Worker (Food Processing)	10.51
Shipping Packer	11.56
Shipping/Receiving Clerk	11.93
Stock Clerk (Shelf Stocker, Store Worker II)	10.65
Store Worker I	7.48
Tools and Parts Attendant	10.62
Warehouse Specialist	10.62

**Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic	18.46
Aircraft Mechanic Helper	12.33
Aircraft Quality Control Inspector	18.94
Aircraft Servicer	14.54
Aircraft Worker	15.64
Appliance Mechanic	14.98
Bicycle Repairer	11.60
Cable Splicer	15.95
Carpenter, Maintenance	14.98
Carpet Layer	13.99
Electrician, Maintenance	16.43
Electronics Technician, Maintenance I	14.55
Electronics Technician, Maintenance II	20.58
Electronics Technician, Maintenance III	23.09
Fabric Worker	13.00
Fire Alarm System Mechanic	15.95
Fire Extinguisher Repairer	12.01
Fuel Distribution System Mechanic	15.95
General Maintenance Worker	13.98
Heating, Refrigeration and Air Conditioning Mechanic	15.95
Heavy Equipment Mechanic	15.95
Heavy Equipment Operator	16.68
Instrument Mechanic	18.34
Laborer	9.60
Locksmith	17.22
Machinery Maintenance Mechanic	15.95
Machinist, Maintenance	16.23
Maintenance Trades Helper	12.64
Millwright	18.34
Office Appliance Repairer	14.98
Painter, Aircraft	14.98
Painter, Maintenance	14.98
Pipefitter, Maintenance	15.95
Plumber, Maintenance	14.98
Pneudraulic Systems Mechanic	15.95
Rigger	15.95
Scale Mechanic	13.98
Sheet-Metal Worker, Maintenance	15.95
Small Engine Mechanic	13.98
Telecommunication Mechanic I	15.95
Telecommunication Mechanic II	19.48
Telephone Lineman	15.95
Welder, Combination, Maintenance	15.95
Well Driller	15.95
Woodcraft Worker	15.95
Woodworker	12.73



**Miscellaneous Occupations**

Animal Caretaker	8.77
Carnival Equipment Operator	10.43
Carnival Equipment Repairer	11.37
Carnival Worker	7.25
Cashier	7.80
Desk Clerk	8.77
Embalmer	16.19
Lifeguard	9.30
Mortician	19.54
Park Attendant (Aide)	11.68
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.70
Recreation Specialist	12.73
Recycling Worker	12.73
Sales Clerk	9.53
School Crossing Guard (Crosswalk Attendant)	7.15
Sport Official	9.30
Survey Party Chief (Chief of Party)	13.46
Surveying Aide	8.49
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.40
Swimming Pool Operator	12.22
Vending Machine Attendant	9.63
Vending Machine Repairer	12.22
Vending Machine Repairer Helper	9.63

**Personal Needs Occupations**

Child Care Attendant	9.49
Child Care Center Clerk	13.59
Chore Aid	6.81
Homemaker	14.65

**Plant and System Operation Occupations**

Boiler Tender	15.95
Sewage Plant Operator	16.10
Stationary Engineer	18.34
Ventilation Equipment Tender	11.02
Water Treatment Plant Operator	16.10

**Protective Service Occupations**

Alarm Monitor	13.35
Corrections Officer	16.13
Court Security Officer	18.53
Detention Officer	16.13
Firefighter	19.29
Guard I	8.13
Guard II	12.40
Police Officer	20.40

**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	15.34
Hatch Tender	13.34
Line Handler	13.34
Stevedore I	14.50
Stevedore II	16.43

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	27.85
Air Traffic Control Specialist, Station (2)	19.20
Air Traffic Control Specialist, Terminal (2)	21.15
Archeological Technician I	11.87
Archeological Technician II	13.35
Archeological Technician III	16.49
Cartographic Technician	21.80
Civil Engineering Technician	17.60
Computer Based Training (CBT) Specialist/ Instructor	23.67
Drafter I	11.31
Drafter II	15.95
Drafter III	18.25
Drafter IV	20.26
Engineering Technician I	12.66
Engineering Technician II	15.05
Engineering Technician III	16.70
Engineering Technician IV	19.68
Engineering Technician V	24.07
Engineering Technician VI	26.30
Environmental Technician	17.25
Flight Simulator/Instructor (Pilot)	28.63
Graphic Artist	21.55
Instructor	22.83
Laboratory Technician	15.01
Mathematical Technician	17.26
Paralegal/Legal Assistant I	15.38
Paralegal/Legal Assistant II	19.45
Paralegal/Legal Assistant III	23.78
Paralegal/Legal Assistant IV	28.76
Photooptics Technician	18.96
Technical Writer	23.03
Unexploded (UXO) Safety Escort	17.70
Unexploded (UXO) Sweep Personnel	17.70
Unexploded Ordnance (UXO) Technician I	17.70
Unexploded Ordnance (UXO) Technician II	21.42
Unexploded Ordnance (UXO) Technician III	25.67
Weather Observer, Combined Upper Air and Surface Programs (3)	15.28
Weather Observer, Senior (3)	16.97
Weather Observer, Upper Air (3)	15.28

**Transportation/ Mobile Equipment Operation Occupations**

Bus Driver	12.83
Parking and Lot Attendant	7.75
Shuttle Bus Driver	11.27
Taxi Driver	9.64
Truckdriver, Heavy Truck	14.62
Truckdriver, Light Truck	11.27
Truckdriver, Medium Truck	12.83
Truckdriver, Tractor-Trailer	14.62

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$1.92 an hour or \$76.80 a week or \$332.80 a month.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, blending, dying, mixing, and pressing of sensitive explosives pyrotechnic compositions such as lead azide, black powder and photoflash power. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and, possibly adjacent employees, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of explosive and incendiary ordnance material other

than small arms ammunition. (Distribution of raw nitroglycerine is covered under high degree hazard.)

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF **WAGE DETERMINATIONS** UNDER  
THE **SERVICE CONTRACT ACT**  
By direction of the Secretary of Labor



William W. Gross  
Director

Division of  
Wage Determinations

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2133

Revision No.: 18

Date of Last Revision: 09/14/2000

State: Georgia

Area: Georgia Counties of Banks, Barrow, Bartow, Butts, Carroll, Chattooga, Cherokee, Clarke, Clayton, Cobb, Coweta, Dawson, De Kalb, Douglas, Fannin, Fayette, Floyd, Forsyth, Franklin, Fulton, Gilmer, Gordon, Greene, Gwinnett, Habersham, Hall, Haralson, Henry, Jackson, Lumpkin, Madison, Morgan, Murray, Newton, Oconee, Oglethorpe, Paulding, Pickens, Polk, Rabun, Rockdale, Spalding, Stephens, Towns, Union, Walton, White, Whitfield

\*\* Fringe Benefits Required Follow the Occupational Listing \*\*

**OCCUPATION TITLE**

**Administrative Support and Clerical Occupations**

OCCUPATION TITLE	MINIMUM WAGE RATE
Accounting Clerk I	9.40
Accounting Clerk II	10.18
Accounting Clerk III	11.87
Accounting Clerk IV	14.15
Court Reporter	12.08
Dispatcher, Motor Vehicle	12.03
Document Preparation Clerk	11.40
Duplicating Machine Operator	11.40
Film/Tape Librarian	10.09
General Clerk I	7.37
General Clerk II	8.90
General Clerk III	12.66
General Clerk IV	13.28
Housing Referral Assistant	13.89
Key Entry Operator I	9.08
Key Entry Operator II	10.30
Messenger (Courier)	7.37
Order Clerk I	9.08
Order Clerk II	10.33
Personnel Assistant (Employment) I	9.83
Personnel Assistant (Employment) II	11.08
Personnel Assistant (Employment) III	13.43
Personnel Assistant (Employment) IV	15.16
Production Control Clerk	13.89
Rental Clerk	10.30
Scheduler, Maintenance	10.30
Secretary I	10.09
Secretary II	12.03
Secretary III	13.89
Secretary IV	16.01

RECEIVED  
APR 2 1 48 PM '01  
CDC: PGO: CPB

Secretary V	19.69
Service Order Dispatcher	9.97
Stenographer I	10.75
Stenographer II	12.53
Supply Technician	14.26
Survey Worker (Interviewer)	12.03
Switchboard Operator-Receptionist	10.01
Test Examiner	12.03
Test Proctor	12.03
Travel Clerk I	9.71
Travel Clerk II	10.58
Travel Clerk III	11.40
Word Processor I	11.01
Word Processor II	12.72
Word Processor III	14.22

**Automatic Data Processing Occupations**

Computer Data Librarian	10.66
Computer Operator I	10.93
Computer Operator II	12.18
Computer Operator III	15.35
Computer Operator IV	16.95
Computer Operator V	20.84
Computer Programmer I (1)	16.23
Computer Programmer II (1)	16.69
Computer Programmer III (1)	20.00
Computer Programmer IV (1)	23.04
Computer Systems Analyst I (1)	22.10
Computer Systems Analyst II (1)	24.80
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	10.66

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	17.92
Automotive Glass Installer	15.95
Automotive Worker	15.95
Electrician, Automotive	17.02
Mobile Equipment Servicer	13.80
Motor Equipment Metal Mechanic	17.92
Motor Equipment Metal Worker	15.95
Motor Vehicle Mechanic	17.92
Motor Vehicle Mechanic Helper	12.72
Motor Vehicle Upholstery Worker	15.05
Motor Vehicle Wrecker	15.95
Painter, Automotive	17.02
Radiator Repair Specialist	15.95
Tire Repairer	13.80
Transmission Repair Specialist	17.92

**Food Preparation and Service Occupations**

Baker	10.46
Cook I	9.21
Cook II	10.46
Dishwasher	6.43
Food Service Worker	6.43
Meat Cutter	11.46
Waiter/Waitress	7.22

**Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	15.46
Furniture Handler	11.39
Furniture Refinisher	15.46
Furniture Refinisher Helper	11.95
Furniture Repairer, Minor	13.70
Upholsterer	15.46

**General Services and Support Occupations**

Cleaner, Vehicles	6.43
Elevator Operator	6.43
Gardener	9.21
House Keeping Aid I	5.92
House Keeping Aid II	6.46
Janitor	6.43
Laborer, Grounds Maintenance	7.22
Maid or Houseman	6.08
Pest Controller	9.83
Refuse Collector	6.43
Tractor Operator	8.57
Window Cleaner	7.22

**Health Occupations**

Dental Assistant	11.02
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.02
Licensed Practical Nurse I	9.80
Licensed Practical Nurse II	11.00
Licensed Practical Nurse III	12.30
Medical Assistant	9.85
Medical Laboratory Technician	9.85
Medical Record Clerk	9.85
Medical Record Technician	13.66
Nursing Assistant I	7.15
Nursing Assistant II	8.04
Nursing Assistant III	8.78
Nursing Assistant IV	9.85
Pharmacy Technician	12.29
Phlebotomist	9.85
Registered Nurse I	13.66



Registered Nurse II	16.72
Registered Nurse II, Specialist	16.72
Registered Nurse III	20.21
Registered Nurse III, Anesthetist	20.21
Registered Nurse IV	24.22

**Information and Arts Occupations**

Audiovisual Librarian	16.35
Exhibits Specialist I	15.01
Exhibits Specialist II	18.59
Exhibits Specialist III	22.40
Illustrator I	15.01
Illustrator II	18.59
Illustrator III	22.40
Librarian	20.25
Library Technician	13.87
Photographer I	14.44
Photographer II	15.01
Photographer III	18.59
Photographer IV	22.40
Photographer V	23.86

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	6.89
Counter Attendant	6.89
Dry Cleaner	9.06
Finisher, Flatwork, Machine	6.89
Presser, Hand	6.89
Presser, Machine, Drycleaning	6.89
Presser, Machine, Shirts	6.89
Presser, Machine, Wearing Apparel, Laundry	6.89
Sewing Machine Operator	9.79
Tailor	10.53
Washer, Machine	7.80

**Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Toolroom)	15.46
Tool and Die Maker	22.45

**Material Handling and Packing Occupations**

Forklift Operator	11.95
Fuel Distribution System Operator	13.76
Material Coordinator	13.70
Material Expediter	13.70
Material Handling Laborer	9.70
Order Filler	11.87
Production Line Worker (Food Processing)	11.95
Shipping Packer	11.78
Shipping/Receiving Clerk	11.78

Stock Clerk (Shelf Stocker; Store Worker II)	12.08
Store Worker I	10.71
Tools and Parts Attendant	11.95
Warehouse Specialist	12.76

**Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic	16.33
Aircraft Mechanic Helper	11.95
Aircraft Quality Control Inspector	17.19
Aircraft Servicer	13.70
Aircraft Worker	14.58
Appliance Mechanic	15.46
Bicycle Repairer	12.83
Cable Splicer	16.33
Carpenter, Maintenance	15.46
Carpet Layer	14.58
Electrician, Maintenance	16.34
Electronics Technician, Maintenance I	13.71
Electronics Technician, Maintenance II	18.58
Electronics Technician, Maintenance III	20.54
Fabric Worker	13.70
Fire Alarm System Mechanic	16.33
Fire Extinguisher Repairer	12.96
Fuel Distribution System Mechanic	16.33
General Maintenance Worker	14.02
Heating, Refrigeration and Air Conditioning Mechanic	16.33
Heavy Equipment Mechanic	16.33
Heavy Equipment Operator	15.62
Instrument Mechanic	16.33
Laborer	9.70
Locksmith	15.46
Machinery Maintenance Mechanic	15.62
Machinist, Maintenance	16.65
Maintenance Trades Helper	11.95
Millwright	16.39
Office Appliance Repairer	15.46
Painter, Aircraft	15.46
Painter, Maintenance	15.46
Pipefitter, Maintenance	16.33
Plumber, Maintenance	15.46
Pneudraulic Systems Mechanic	16.33
Rigger	16.33
Scale Mechanic	14.58
Sheet-Metal Worker, Maintenance	16.33
Small Engine Mechanic	14.58
Telecommunication Mechanic I	16.33
Telecommunication Mechanic II	17.19
Telephone Lineman	16.33
Welder, Combination, Maintenance	16.33

Well Driller	16.33
Woodcraft Worker	16.33
Woodworker	13.76

**Miscellaneous Occupations**

Animal Caretaker	7.91
Carnival Equipment Operator	8.57
Carnival Equipment Repairer	9.21
Carnival Worker	6.43
Cashier	6.99
Desk Clerk	6.99
Embalmer	16.70
Lifeguard	6.67
Mortician	16.70
Park Attendant (Aide)	7.53
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	6.67
Recreation Specialist	9.94
Recycling Worker	8.54
Sales Clerk	6.67
School Crossing Guard (Crosswalk Attendant)	6.43
Sport Official	6.67
Survey Party Chief (Chief of Party)	11.48
Surveying Aide	6.11
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	9.33
Swimming Pool Operator	10.46
Vending Machine Attendant	8.57
Vending Machine Repairer	10.46
Vending Machine Repairer Helper	8.57

**Personal Needs Occupations**

Child Care Attendant	6.74
Child Care Center Clerk	8.39
Chore Aid	5.63
Homemaker	9.34

**Plant and System Operation Occupations**

Boiler Tender	16.33
Sewage Plant Operator	15.46
Stationary Engineer	16.33
Ventilation Equipment Tender	11.95
Water Treatment Plant Operator	15.46

**Protective Service Occupations**

Alarm Monitor	10.45
Corrections Officer	11.11
Court Security Officer	12.33
Detention Officer	11.11
Firefighter	11.86
Guard I	6.63

Guard II	10.45
Police Officer	14.75

**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	15.58
Hatch Tender	15.58
Line Handler	15.58
Stevedore I	14.63
Stevedore II	16.51

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	26.28
Air Traffic Control Specialist, Station (2)	18.12
Air Traffic Control Specialist, Terminal (2)	19.96
Archeological Technician I	13.42
Archeological Technician II	15.01
Archeological Technician III	18.59
Cartographic Technician	18.59
Civil Engineering Technician	18.59
Computer Based Training (CBT) Specialist/ Instructor	22.10
Drafter I	11.39
Drafter II	14.44
Drafter III	15.01
Drafter IV	18.59
Engineering Technician I	12.08
Engineering Technician II	15.26
Engineering Technician III	16.35
Engineering Technician IV	19.12
Engineering Technician V	22.30
Engineering Technician VI	24.18
Environmental Technician	18.80
Flight Simulator/Instructor (Pilot)	24.80
Graphic Artist	22.10
Instructor	20.88
Laboratory Technician	15.35
Mathematical Technician	18.80
Paralegal/Legal Assistant I	13.19
Paralegal/Legal Assistant II	16.01
Paralegal/Legal Assistant III	19.53
Paralegal/Legal Assistant IV	21.87
Photooptics Technician	18.80
Technical Writer	22.26
Unexploded (UXO) Safety Escort	16.70
Unexploded (UXO) Sweep Personnel	16.70
Unexploded Ordnance (UXO) Technician I	16.70
Unexploded Ordnance (UXO) Technician II	20.21
Unexploded Ordnance (UXO) Technician III	24.22
Weather Observer, Combined Upper Air and Surface Programs (3)	15.88
Weather Observer, Senior (3)	20.88

Weather Observer, Upper Air (3)

15.88

**Transportation/ Mobile Equipment Operation Occupations**

Bus Driver

10.61

Parking and Lot Attendant

5.33

Shuttle Bus Driver

8.33

Taxi Driver

8.39

Truckdriver, Heavy Truck

12.22

Truckdriver, Light Truck

9.41

Truckdriver, Medium Truck

10.61

Truckdriver, Tractor-Trailer

13.34

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:****HEALTH & WELFARE:** \$1.92 an hour or \$76.80 a week or \$332.80 a month.**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):****1)** Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)**2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.**3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, blending, drying, mixing, and pressing of sensitive explosives pyrotechnic compositions such as lead azide, black powder and photoflash power. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.**A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and, possibly adjacent employees, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.**

All operations involving, unloading, storage, and hauling of explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerine is covered under high degree hazard.)

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210



William W. Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1994-2167

Revision No.: 19

Date of Last Revision: 09/14/2000

State: Illinois

Area: Illinois Counties of Boone, Cook, De Kalb, Du Page, Kane, Lake, Lee, McHenry, Ogle, Stephenson, Winnebago

**\*\* Fringe Benefits Required Follow the Occupational Listing \*\***

**OCCUPATION TITLE**

**MINIMUM WAGE RATE**

**Administrative Support and Clerical Occupations**

Accounting Clerk I	8.71
Accounting Clerk II	10.52
Accounting Clerk III	12.62
Accounting Clerk IV	14.86
Court Reporter	13.40
Dispatcher, Motor Vehicle	13.17
Document Preparation Clerk	10.88
Duplicating Machine Operator	10.88
Film/Tape Librarian	11.77
General Clerk I	10.38
General Clerk II	10.86
General Clerk III	13.04
General Clerk IV	15.30
Housing Referral Assistant	16.98
Key Entry Operator I	9.65
Key Entry Operator II	13.07
Messenger (Courier)	9.18
Order Clerk I	10.84
Order Clerk II	13.79
Personnel Assistant (Employment) I	11.20
Personnel Assistant (Employment) II	12.59
Personnel Assistant (Employment) III	15.92
Personnel Assistant (Employment) IV	17.52
Production Control Clerk	15.71
Rental Clerk	11.77
Scheduler, Maintenance	12.77
Secretary I	12.77
Secretary II	14.54
Secretary III	16.98
Secretary IV	19.51
Secretary V	23.88
Service Order Dispatcher	12.14



Stenographer I	11.75
Stenographer II	13.20
Supply Technician	17.72
Survey Worker (Interviewer)	13.40
Switchboard Operator-Receptionist	9.56
Test Examiner	14.54
Test Proctor	14.54
Travel Clerk I	9.40
Travel Clerk II	10.17
Travel Clerk III	10.99
Word Processor I	11.04
Word Processor II	14.43
Word Processor III	17.57

**Automatic Data Processing Occupations**

Computer Data Librarian	10.89
Computer Operator I	12.52
Computer Operator II	13.99
Computer Operator III	17.12
Computer Operator IV	19.46
Computer Operator V	21.55
Computer Programmer I (1)	18.65
Computer Programmer II (1)	19.71
Computer Programmer III (1)	23.49
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	22.43
Computer Systems Analyst II (1)	25.50
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	12.52

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	19.97
Automotive Glass Installer	18.22
Automotive Worker	18.22
Electrician, Automotive	19.10
Mobile Equipment Servicer	16.48
Motor Equipment Metal Mechanic	19.97
Motor Equipment Metal Worker	18.22
Motor Vehicle Mechanic	19.97
Motor Vehicle Mechanic Helper	15.59
Motor Vehicle Upholstery Worker	17.36
Motor Vehicle Wrecker	18.22
Painter, Automotive	19.10
Radiator Repair Specialist	18.22
Tire Repairer	15.92
Transmission Repair Specialist	19.97

**Food Preparation and Service Occupations**

Baker	13.06
-------	-------

Cook I	11.95
Cook II	13.06
Dishwasher	9.25
Food Service Worker	9.25
Meat Cutter	13.06
Waiter/Waitress	9.96

**Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	19.10
Furniture Handler	13.83
Furniture Refinisher	19.10
Furniture Refinisher Helper	15.59
Furniture Repairer, Minor	17.36
Upholsterer	19.10

**General Services and Support Occupations**

Cleaner, Vehicles	9.25
Elevator Operator	10.64
Gardener	13.69
House Keeping Aid I	8.69
House Keeping Aid II	9.36
Janitor	9.25
Laborer, Grounds Maintenance	11.41
Maid or Houseman	8.54
Pest Controller	12.53
Refuse Collector	10.64
Tractor Operator	12.78
Window Cleaner	9.96

**Health Occupations**

Dental Assistant	11.42
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.48
Licensed Practical Nurse I	12.14
Licensed Practical Nurse II	13.64
Licensed Practical Nurse III	15.25
Medical Assistant	10.74
Medical Laboratory Technician	10.74
Medical Record Clerk	10.74
Medical Record Technician	14.14
Nursing Assistant I	7.41
Nursing Assistant II	8.33
Nursing Assistant III	9.09
Nursing Assistant IV	10.20
Pharmacy Technician	12.72
Phlebotomist	10.20
Registered Nurse I	14.14
Registered Nurse II	20.00
Registered Nurse II, Specialist	20.25
Registered Nurse III	24.99

Registered Nurse III, Anesthetist	24.99
Registered Nurse IV	26.88

**Information and Arts Occupations**

Audiovisual Librarian	17.98
Exhibits Specialist I	16.47
Exhibits Specialist II	20.40
Exhibits Specialist III	24.95
Illustrator I	16.47
Illustrator II	20.40
Illustrator III	24.95
Librarian	21.52
Library Technician	15.50
Photographer I	14.66
Photographer II	16.57
Photographer III	20.40
Photographer IV	24.95
Photographer V	30.19

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	6.65
Counter Attendant	6.65
Dry Cleaner	8.80
Finisher, Flatwork, Machine	6.65
Presser, Hand	6.65
Presser, Machine, Drycleaning	6.65
Presser, Machine, Shirts	6.65
Presser, Machine, Wearing Apparel, Laundry	6.65
Sewing Machine Operator	9.51
Tailor	10.22
Washer, Machine	7.38

**Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Toolroom)	19.10
Tool and Die Maker	22.51

**Material Handling and Packing Occupations**

Forklift Operator	14.31
Fuel Distribution System Operator	17.22
Material Coordinator	19.74
Material Expediter	19.74
Material Handling Laborer	14.31
Order Filler	10.96
Production Line Worker (Food Processing)	12.99
Shipping Packer	12.55
Shipping/Receiving Clerk	12.55
Stock Clerk (Shelf Stocker; Store Worker II)	13.21
Store Worker I	10.73
Tools and Parts Attendant	16.25

Warehouse Specialist	14.65
<b>Mechanics and Maintenance and Repair Occupations</b>	
Aircraft Mechanic	19.97
Aircraft Mechanic Helper	15.59
Aircraft Quality Control Inspector	20.74
Aircraft Servicer	17.36
Aircraft Worker	18.22
Appliance Mechanic	19.10
Bicycle Repairer	15.92
Cable Splicer	20.98
Carpenter, Maintenance	21.96
Carpet Layer	18.22
Electrician, Maintenance	24.60
Electronics Technician, Maintenance I	18.49
Electronics Technician, Maintenance II	19.27
Electronics Technician, Maintenance III	21.91
Fabric Worker	17.36
Fire Alarm System Mechanic	19.97
Fire Extinguisher Repairer	16.48
Fuel Distribution System Mechanic	19.97
General Maintenance Worker	16.07
Heating, Refrigeration and Air Conditioning Mechanic	19.97
Heavy Equipment Mechanic	19.97
Heavy Equipment Operator	23.40
Instrument Mechanic	19.97
Laborer	10.40
Locksmith	19.10
Machinery Maintenance Mechanic	19.97
Machinist, Maintenance	20.57
Maintenance Trades Helper	13.97
Millwright	21.92
Office Appliance Repairer	19.97
Painter, Aircraft	19.97
Painter, Maintenance	19.97
Pipefitter, Maintenance	25.53
Plumber, Maintenance	22.96
Pneudraulic Systems Mechanic	19.97
Rigger	22.96
Scale Mechanic	18.22
Sheet-Metal Worker, Maintenance	22.31
Small Engine Mechanic	18.22
Telecommunication Mechanic I	20.98
Telecommunication Mechanic II	21.80
Telephone Lineman	20.98
Welder, Combination, Maintenance	19.97
Well Driller	22.96
Woodcraft Worker	19.97
Woodworker	16.38

**Miscellaneous Occupations**

Animal Caretaker	10.67
Carnival Equipment Operator	12.83
Carnival Equipment Repairer	13.74
Carnival Worker	9.25
Cashier	7.41
Desk Clerk	8.62
Embalmer	17.48
Lifeguard	8.83
Mortician	18.20
Park Attendant (Aide)	11.10
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.83
Recreation Specialist	11.93
Recycling Worker	13.07
Sales Clerk	8.37
School Crossing Guard (Crosswalk Attendant)	9.25
Sport Official	8.83
Survey Party Chief (Chief of Party)	13.74
Surveying Aide	8.09
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.10
Swimming Pool Operator	13.06
Vending Machine Attendant	11.36
Vending Machine Repairer	13.06
Vending Machine Repairer Helper	11.36

**Personal Needs Occupations**

Child Care Attendant	8.62
Child Care Center Clerk	12.36
Chore Aid	8.62
Homemaker	13.72

**Plant and System Operation Occupations**

Boiler Tender	19.97
Sewage Plant Operator	19.10
Stationary Engineer	21.13
Ventilation Equipment Tender	15.59
Water Treatment Plant Operator	19.10

**Protective Service Occupations**

Alarm Monitor	13.36
Corrections Officer	18.93
Court Security Officer	18.93
Detention Officer	18.93
Firefighter	18.93
Guard I	7.47
Guard II	13.41
Police Officer	21.22

**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	16.15
Hatch Tender	15.19
Line Handler	15.19
Stevedore I	14.42
Stevedore II	15.85

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	27.22
Air Traffic Control Specialist, Station (2)	18.76
Air Traffic Control Specialist, Terminal (2)	20.66
Archeological Technician I	14.69
Archeological Technician II	16.53
Archeological Technician III	20.40
Cartographic Technician	23.46
Civil Engineering Technician	20.40
Computer Based Training (CBT) Specialist/ Instructor	21.84
Drafter I	11.80
Drafter II	13.26
Drafter III	16.80
Drafter IV	20.81
Engineering Technician I	11.28
Engineering Technician II	12.68
Engineering Technician III	16.14
Engineering Technician IV	19.30
Engineering Technician V	24.20
Engineering Technician VI	29.28
Environmental Technician	18.32
Flight Simulator/Instructor (Pilot)	28.56
Graphic Artist	21.84
Instructor	20.80
Laboratory Technician	16.39
Mathematical Technician	19.30
Paralegal/Legal Assistant I	13.40
Paralegal/Legal Assistant II	17.98
Paralegal/Legal Assistant III	21.99
Paralegal/Legal Assistant IV	26.61
Photooptics Technician	19.30
Technical Writer	23.69
Unexploded (UXO) Safety Escort	17.30
Unexploded (UXO) Sweep Personnel	17.30
Unexploded Ordnance (UXO) Technician I	17.30
Unexploded Ordnance (UXO) Technician II	20.93
Unexploded Ordnance (UXO) Technician III	25.08
Weather Observer, Combined Upper Air and Surface Programs (3)	14.88
Weather Observer, Senior (3)	16.53
Weather Observer, Upper Air	14.88

**Transportation/ Mobile Equipment Operation Occupations**

Bus Driver	17.04
Parking and Lot Attendant	12.59
Shuttle Bus Driver	16.04
Taxi Driver	15.18
Truckdriver, Heavy Truck	18.05
Truckdriver, Light Truck	16.04
Truckdriver, Medium Truck	17.04
Truckdriver, Tractor-Trailer	18.05

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$1.92 an hour or \$76.80 a week or \$332.80 a month.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, blending, drying, mixing, and pressing of sensitive explosives pyrotechnic compositions such as lead azide, black powder and photoflash power. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and, possibly adjacent employees, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of explosive and incendiary ordnance material other

than small arms ammunition. (Distribution of raw nitroglycerine is covered under high degree hazard.)

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).



4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210



William W. Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1994-2413  
Revision No.: 13  
Date of Last Revision: 09/18/2000

States: Indiana, Kentucky, Ohio

Area: Indiana Counties of Dearborn, Franklin, Ohio, Ripley, Switzerland  
Kentucky Counties of Boone, Bracken, Campbell, Carroll, Gallatin, Grant, Kenton, Mason, Pendleton  
Ohio Counties of Brown, Butler, Clermont, Hamilton, Warren

**\*\* Fringe Benefits Required Follow the Occupational Listing \*\***

**OCCUPATION TITLE**

**Administrative Support and Clerical Occupations**

OCCUPATION TITLE	MINIMUM WAGE RATE
Accounting Clerk I	9.54
Accounting Clerk II	11.20
Accounting Clerk III	12.71
Accounting Clerk IV	15.02
Court Reporter	12.12
Dispatcher, Motor Vehicle	13.32
Document Preparation Clerk	10.91
Duplicating Machine Operator	10.91
Film/Tape Librarian	9.87
General Clerk I	8.40
General Clerk II	9.68
General Clerk III	12.11
General Clerk IV	14.88
Housing Referral Assistant	16.27
Key Entry Operator I	9.15
Key Entry Operator II	11.04
Messenger (Courier)	8.54
Order Clerk I	10.38
Order Clerk II	13.55
Personnel Assistant (Employment) I	10.77
Personnel Assistant (Employment) II	12.08
Personnel Assistant (Employment) III	14.40
Personnel Assistant (Employment) IV	16.02
Production Control Clerk	14.53
Rental Clerk	11.05
Scheduler, Maintenance	11.05
Secretary I	11.05
Secretary II	13.57
Secretary III	16.27
Secretary IV	18.64
Secretary V	20.74

RECEIVED  
Pr 2 1 49 PM '01  
CDC: PGO: CPB

Service Order Dispatcher	10.96
Stenographer I	9.05
Stenographer II	10.55
Supply Technician	18.64
Survey Worker (Interviewer)	11.80
Switchboard Operator-Receptionist	9.09
Test Examiner	13.57
Test Proctor	13.57
Travel Clerk I	9.02
Travel Clerk II	9.62
Travel Clerk III	10.20
Word Processor I	10.82
Word Processor II	12.69
Word Processor III	14.21

**Automatic Data Processing Occupations**

Computer Data Librarian	10.64
Computer Operator I	11.17
Computer Operator II	12.54
Computer Operator III	14.54
Computer Operator IV	16.33
Computer Operator V	18.08
Computer Programmer I (1)	14.33
Computer Programmer II (1)	17.23
Computer Programmer III (1)	20.82
Computer Programmer IV (1)	22.69
Computer Systems Analyst I (1)	22.44
Computer Systems Analyst II (1)	25.78
Computer Systems Analyst III (1)	27.63
Peripheral Equipment Operator	10.85

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	18.56
Automotive Glass Installer	17.24
Automotive Worker	17.24
Electrician, Automotive	17.91
Mobile Equipment Servicer	15.99
Motor Equipment Metal Mechanic	18.56
Motor Equipment Metal Worker	17.24
Motor Vehicle Mechanic	17.37
Motor Vehicle Mechanic Helper	15.31
Motor Vehicle Upholstery Worker	16.59
Motor Vehicle Wrecker	17.24
Painter, Automotive	17.91
Radiator Repair Specialist	17.24
Tire Repairer	15.45
Transmission Repair Specialist	18.56

**Food Preparation and Service Occupations**

Baker	9.79
Cook I	9.12
Cook II	9.79
Dishwasher	7.53
Food Service Worker	7.53
Meat Cutter	11.20
Waiter/Waitress	7.99

**Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	17.91
Furniture Handler	13.81
Furniture Refinisher	17.91
Furniture Refinisher Helper	15.31
Furniture Repairer, Minor	16.59
Upholsterer	17.91

**General Services and Support Occupations**

Cleaner, Vehicles	8.68
Elevator Operator	7.53
Gardener	10.30
House Keeping Aid I	7.30
House Keeping Aid II	7.99
Janitor	8.00
Laborer, Grounds Maintenance	9.00
Maid or Houseman	7.30
Pest Controller	10.27
Refuse Collector	8.66
Tractor Operator	9.87
Window Cleaner	8.47

**Health Occupations**

Dental Assistant	11.21
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.20
Licensed Practical Nurse I	11.76
Licensed Practical Nurse II	13.22
Licensed Practical Nurse III	14.81
Medical Assistant	10.02
Medical Laboratory Technician	10.59
Medical Record Clerk	10.02
Medical Record Technician	13.89
Nursing Assistant I	7.28
Nursing Assistant II	8.18
Nursing Assistant III	8.93
Nursing Assistant IV	10.02
Pharmacy Technician	12.50
Phlebotomist	10.02
Registered Nurse I	14.32
Registered Nurse II	17.08
Registered Nurse II, Specialist	17.08

Registered Nurse III	20.58
Registered Nurse III, Anesthetist	20.58
Registered Nurse IV	24.66

**Information and Arts Occupations**

Audiovisual Librarian	17.63
Exhibits Specialist I	15.89
Exhibits Specialist II	18.71
Exhibits Specialist III	23.09
Illustrator I	15.89
Illustrator II	18.71
Illustrator III	23.09
Librarian	19.63
Library Technician	12.12
Photographer I	13.19
Photographer II	17.85
Photographer III	21.52
Photographer IV	26.56
Photographer V	32.12

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	6.53
Counter Attendant	6.53
Dry Cleaner	8.58
Finisher, Flatwork, Machine	6.53
Presser, Hand	6.53
Presser, Machine, Drycleaning	6.53
Presser, Machine, Shirts	6.53
Presser, Machine, Wearing Apparel, Laundry	6.53
Sewing Machine Operator	9.19
Tailor	9.79
Washer, Machine	7.22

**Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Toolroom)	17.91
Tool and Die Maker	19.45

**Material Handling and Packing Occupations**

Forklift Operator	13.03
Fuel Distribution System Operator	16.66
Material Coordinator	12.64
Material Expediter	12.64
Material Handling Laborer	15.37
Order Filler	12.00
Production Line Worker (Food Processing)	11.66
Shipping Packer	11.97
Shipping/Receiving Clerk	11.97
Stock Clerk (Shelf Stocker; Store Worker II)	12.99
Store Worker I	10.70

Tools and Parts Attendant	13.68
Warehouse Specialist	11.66

**Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic	18.56
Aircraft Mechanic Helper	15.31
Aircraft Quality Control Inspector	19.21
Aircraft Servicer	16.59
Aircraft Worker	17.24
Appliance Mechanic	17.91
Bicycle Repairer	15.45
Cable Splicer	18.56
Carpenter, Maintenance	17.91
Carpet Layer	17.24
Electrician, Maintenance	19.87
Electronics Technician, Maintenance I	15.09
Electronics Technician, Maintenance II	20.96
Electronics Technician, Maintenance III	23.39
Fabric Worker	16.59
Fire Alarm System Mechanic	18.56
Fire Extinguisher Repairer	15.99
Fuel Distribution System Mechanic	18.56
General Maintenance Worker	17.24
Heating, Refrigeration and Air Conditioning Mechanic	18.56
Heavy Equipment Mechanic	18.56
Heavy Equipment Operator	18.56
Instrument Mechanic	18.56
Laborer	9.96
Locksmith	17.91
Machinery Maintenance Mechanic	19.59
Machinist, Maintenance	18.56
Maintenance Trades Helper	15.31
Millwright	18.63
Office Appliance Repairer	17.91
Painter, Aircraft	17.91
Painter, Maintenance	17.91
Pipefitter, Maintenance	19.87
Plumber, Maintenance	17.91
Pneudraulic Systems Mechanic	18.56
Rigger	18.56
Scale Mechanic	17.24
Sheet-Metal Worker, Maintenance	18.56
Small Engine Mechanic	17.24
Telecommunication Mechanic I	18.56
Telecommunication Mechanic II	21.40
Telephone Lineman	18.56
Welder, Combination, Maintenance	18.56
Well Driller	18.56
Woodcraft Worker	18.56

Woodworker	15.99
<b>Miscellaneous Occupations</b>	
Animal Caretaker	8.75
Carnival Equipment Operator	10.05
Carnival Equipment Repairer	9.12
Carnival Worker	7.53
Cashier	7.79
Desk Clerk	9.49
Embalmer	17.96
Lifeguard	8.81
Mortician	17.96
Park Attendant (Aide)	11.05
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.75
Recreation Specialist	13.23
Recycling Worker	10.05
Sales Clerk	8.48
School Crossing Guard (Crosswalk Attendant)	7.53
Sport Official	8.81
Survey Party Chief (Chief of Party)	16.54
Surveying Aide	9.39
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.78
Swimming Pool Operator	9.79
Vending Machine Attendant	9.35
Vending Machine Repairer	10.48
Vending Machine Repairer Helper	9.35
<b>Personal Needs Occupations</b>	
Child Care Attendant	9.49
Child Care Center Clerk	13.30
Chore Aid	8.01
Homemaker	14.81
<b>Plant and System Operation Occupations</b>	
Boiler Tender	18.56
Sewage Plant Operator	17.91
Stationary Engineer	18.96
Ventilation Equipment Tender	16.48
Water Treatment Plant Operator	17.91
<b>Protective Service Occupations</b>	
Alarm Monitor	13.21
Corrections Officer	16.06
Court Security Officer	16.06
Detention Officer	16.06
Firefighter	14.57
Guard I	8.38
Guard II	14.70
Police Officer	17.65

**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	13.13
Hatch Tender	13.13
Line Handler	13.13
Stevedore I	12.72
Stevedore II	13.63

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	26.73
Air Traffic Control Specialist, Station (2)	18.44
Air Traffic Control Specialist, Terminal (2)	20.31
Archeological Technician I	17.14
Archeological Technician II	17.72
Archeological Technician III	19.25
Cartographic Technician	19.25
Civil Engineering Technician	19.25
Computer Based Training (CBT) Specialist/ Instructor	22.44
Drafter I	10.41
Drafter II	11.70
Drafter III	15.89
Drafter IV	19.63
Engineering Technician I	11.70
Engineering Technician II	13.14
Engineering Technician III	15.42
Engineering Technician IV	19.67
Engineering Technician V	23.36
Engineering Technician VI	26.34
Environmental Technician	17.88
Flight Simulator/Instructor (Pilot)	25.78
Graphic Artist	22.44
Instructor	22.44
Laboratory Technician	15.93
Mathematical Technician	19.67
Paralegal/Legal Assistant I	12.50
Paralegal/Legal Assistant II	14.73
Paralegal/Legal Assistant III	16.34
Paralegal/Legal Assistant IV	24.70
Photooptics Technician	19.67
Technical Writer	22.50
Unexploded (UXO) Safety Escort	16.99
Unexploded (UXO) Sweep Personnel	16.99
Unexploded Ordnance (UXO) Technician I	16.99
Unexploded Ordnance (UXO) Technician II	20.56
Unexploded Ordnance (UXO) Technician III	24.64
Weather Observer, Combined Upper Air and Surface Programs (3)	13.85
Weather Observer, Senior (3)	15.56
Weather Observer, Upper Air (3)	13.85



**Transportation/ Mobile Equipment Operation Occupations**

Bus Driver	12.63
Parking and Lot Attendant	9.26
Shuttle Bus Driver	12.61
Taxi Driver	10.71
Truckdriver, Heavy Truck	14.69
Truckdriver, Light Truck	12.61
Truckdriver, Medium Truck	14.27
Truckdriver, Tractor-Trailer	16.80

---

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$1.92 an hour or \$76.80 a week or \$332.80 a month.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, blending, dying, mixing, and pressing of sensitive explosives pyrotechnic compositions such as lead azide, black powder and photoflash power. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and, possibly adjacent employees, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of explosive and incendiary ordnance material other

than small arms ammunition. (Distribution of raw nitroglycerine is covered under high degree hazard.)

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

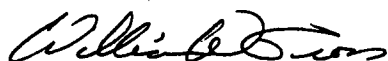
6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210



William W. Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1994-2573  
Revision No.: 15  
Date of Last Revision: 09/19/2000

States: Kentucky, Ohio, West Virginia

Area: Kentucky Counties of Boyd, Carter, Elliott, Floyd, Greenup, Johnson, Lawrence, Lewis, Magoffin, Martin, Pike  
Ohio Counties of Monroe, Morgan, Noble, Washington  
West Virginia Statewide

\*\* Fringe Benefits Required Follow the Occupational Listing \*\*

OCCUPATION TITLE

MINIMUM WAGE RATE

**Administrative Support and Clerical Occupations**

Accounting Clerk I	6.49
Accounting Clerk II	8.20
Accounting Clerk III	10.26
Accounting Clerk IV	15.96
Court Reporter	13.41
Dispatcher, Motor Vehicle	13.41
Document Preparation Clerk	10.61
Duplicating Machine Operator	10.61
Film/Tape Librarian	11.99
General Clerk I	7.53
General Clerk II	8.47
General Clerk III	10.61
General Clerk IV	11.91
Housing Referral Assistant	14.85
Key Entry Operator I	6.55
Key Entry Operator II	9.63
Messenger (Courier)	7.53
Order Clerk I	6.81
Order Clerk II	8.20
Personnel Assistant (Employment) I	8.68
Personnel Assistant (Employment) II	9.74
Personnel Assistant (Employment) III	12.20
Personnel Assistant (Employment) IV	13.70
Production Control Clerk	13.35
Rental Clerk	11.99
Scheduler, Maintenance	11.99
Secretary I	11.99
Secretary II	13.41
Secretary III	14.63
Secretary IV	16.51

CDC:PGO:CPB

Apr 2 1 49 PM '01

RECEIVED

Secretary V	18.29
Service Order Dispatcher	11.99
Stenographer I	10.68
Stenographer II	11.99
Supply Technician	14.84
Survey Worker (Interviewer)	13.41
Switchboard Operator-Receptionist	7.60
Test Examiner	13.41
Test Proctor	13.41
Travel Clerk I	8.37
Travel Clerk II	9.55
Travel Clerk III	10.19
Word Processor I	10.61
Word Processor II	11.91
Word Processor III	13.32

**Automatic Data Processing Occupations**

Computer Data Librarian	9.20
Computer Operator I	9.20
Computer Operator II	10.30
Computer Operator III	11.48
Computer Operator IV	12.75
Computer Operator V	14.13
Computer Programmer I (1)	11.75
Computer Programmer II (1)	14.54
Computer Programmer III (1)	17.78
Computer Programmer IV (1)	21.52
Computer Systems Analyst I (1)	16.46
Computer Systems Analyst II (1)	19.90
Computer Systems Analyst III (1)	23.87
Peripheral Equipment Operator	9.20

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	15.24
Automotive Glass Installer	14.02
Automotive Worker	14.02
Electrician, Automotive	14.52
Mobile Equipment Servicer	12.99
Motor Equipment Metal Mechanic	15.03
Motor Equipment Metal Worker	14.02
Motor Vehicle Mechanic	15.03
Motor Vehicle Mechanic Helper	12.44
Motor Vehicle Upholstery Worker	13.53
Motor Vehicle Wrecker	14.02
Painter, Automotive	14.52
Radiator Repair Specialist	14.02
Tire Repairer	12.55
Transmission Repair Specialist	15.04

**Food Preparation and Service Occupations**

Baker	9.39
Cook I	8.68
Cook II	9.39
Dishwasher	7.16
Food Service Worker	7.16
Meat Cutter	9.39
Waiter/Waitress	7.65

**Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	14.72
Furniture Handler	11.58
Furniture Refinisher	14.72
Furniture Refinisher Helper	12.62
Furniture Repairer, Minor	13.71
Upholsterer	14.72

**General Services and Support Occupations**

Cleaner, Vehicles	7.16
Elevator Operator	7.16
Gardener	8.68
House Keeping Aid I	6.66
House Keeping Aid II	7.16
Janitor	7.16
Laborer, Grounds Maintenance	7.65
Maid or Houseman	6.66
Pest Controller	9.06
Refuse Collector	7.16
Tractor Operator	8.75
Window Cleaner	7.65

**Health Occupations**

Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	8.71
Licensed Practical Nurse II	9.77
Licensed Practical Nurse III	10.93
Medical Assistant	9.77
Medical Laboratory Technician	9.77
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	7.10
Nursing Assistant II	7.98
Nursing Assistant III	8.71
Nursing Assistant IV	9.77
Pharmacy Technician	12.19
Phlebotomist	9.77
Registered Nurse I	13.54

Registered Nurse II	16.57
Registered Nurse II, Specialist	16.57
Registered Nurse III	20.05
Registered Nurse III, Anesthetist	20.05
Registered Nurse IV	24.02

**Information and Arts Occupations**

Audiovisual Librarian	16.51
Exhibits Specialist I	11.74
Exhibits Specialist II	14.54
Exhibits Specialist III	17.78
Illustrator I	11.74
Illustrator II	14.54
Illustrator III	17.78
Librarian	18.29
Library Technician	13.41
Photographer I	10.49
Photographer II	11.74
Photographer III	14.54
Photographer IV	17.78
Photographer V	21.50

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	6.17
Counter Attendant	6.17
Dry Cleaner	8.72
Finisher, Flatwork, Machine	6.17
Presser, Hand	6.17
Presser, Machine, Drycleaning	6.17
Presser, Machine, Shirts	6.17
Presser, Machine, Wearing Apparel, Laundry	6.17
Sewing Machine Operator	9.22
Tailor	9.86
Washer, Machine	7.47

**Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Toolroom)	14.72
Tool and Die Maker	15.27

**Material Handling and Packing Occupations**

Forklift Operator	11.90
Fuel Distribution System Operator	12.42
Material Coordinator	12.93
Material Expediter	12.93
Material Handling Laborer	8.18
Order Filler	10.71
Production Line Worker (Food Processing)	11.50
Shipping Packer	8.85
Shipping/Receiving Clerk	8.55

Stock Clerk (Shelf Stocker, Store Worker II)	12.38
Store Worker I	10.15
Tools and Parts Attendant	11.50
Warehouse Specialist	11.50

**Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic	15.24
Aircraft Mechanic Helper	12.62
Aircraft Quality Control Inspector	15.77
Aircraft Servicer	13.71
Aircraft Worker	14.21
Appliance Mechanic	14.72
Bicycle Repairer	12.72
Cable Splicer	15.24
Carpenter, Maintenance	14.72
Carpet Layer	14.21
Electrician, Maintenance	15.24
Electronics Technician, Maintenance I	10.05
Electronics Technician, Maintenance II	17.04
Electronics Technician, Maintenance III	17.64
Fabric Worker	13.71
Fire Alarm System Mechanic	15.24
Fire Extinguisher Repairer	13.17
Fuel Distribution System Mechanic	15.24
General Maintenance Worker	14.21
Heating, Refrigeration and Air Conditioning Mechanic	15.24
Heavy Equipment Mechanic	15.24
Heavy Equipment Operator	11.86
Instrument Mechanic	15.24
Laborer	7.16
Locksmith	14.72
Machinery Maintenance Mechanic	15.24
Machinist, Maintenance	15.24
Maintenance Trades Helper	12.62
Millwright	15.24
Office Appliance Repairer	14.72
Painter, Aircraft	14.72
Painter, Maintenance	14.72
Pipefitter, Maintenance	15.24
Plumber, Maintenance	14.72
Pneudraulic Systems Mechanic	15.24
Rigger	15.24
Scale Mechanic	14.21
Sheet-Metal Worker, Maintenance	15.24
Small Engine Mechanic	14.20
Telecommunication Mechanic I	15.24
Telecommunication Mechanic II	15.77
Telephone Lineman	15.24
Welder, Combination, Maintenance	15.24



Well Driller	15.24
Woodcraft Worker	15.24
Woodworker	14.72

**Miscellaneous Occupations**

Animal Caretaker	7.97
Carnival Equipment Operator	8.75
Carnival Equipment Repairer	9.16
Carnival Worker	7.16
Cashier	5.37
Desk Clerk	6.58
Embalmer	16.57
Lifeguard	7.37
Mortician	16.57
Park Attendant (Aide)	7.37
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	5.87
Recreation Specialist	9.13
Recycling Worker	8.33
Sales Clerk	5.87
School Crossing Guard (Crosswalk Attendant)	7.16
Sport Official	5.87
Survey Party Chief (Chief of Party)	9.99
Surveying Aide	5.37
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	7.37
Swimming Pool Operator	9.39
Vending Machine Attendant	8.33
Vending Machine Repairer	9.39
Vending Machine Repairer Helper	8.33

**Personal Needs Occupations**

Child Care Attendant	6.58
Child Care Center Clerk	8.22
Chore Aid	6.66
Homemaker	9.13

**Plant and System Operation Occupations**

Boiler Tender	15.24
Sewage Plant Operator	14.72
Stationary Engineer	15.24
Ventilation Equipment Tender	12.62
Water Treatment Plant Operator	14.72

**Protective Service Occupations**

Alarm Monitor	7.22
Corrections Officer	12.03
Court Security Officer	13.78
Detention Officer	12.03
Firefighter	13.14
Guard I	6.46

Guard II	7.22
Police Officer	16.15

**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	13.09
Hatch Tender	13.09
Line Handler	13.09
Stevedore I	12.59
Stevedore II	13.60

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	26.07
Air Traffic Control Specialist, Station (2)	17.98
Air Traffic Control Specialist, Terminal (2)	19.79
Archeological Technician I	12.70
Archeological Technician II	14.20
Archeological Technician III	17.60
Cartographic Technician	17.60
Civil Engineering Technician	17.60
Computer Based Training (CBT) Specialist/ Instructor	16.46
Drafter I	8.95
Drafter II	13.23
Drafter III	16.18
Drafter IV	17.60
Engineering Technician I	11.47
Engineering Technician II	12.87
Engineering Technician III	15.73
Engineering Technician IV	19.48
Engineering Technician V	23.84
Engineering Technician VI	28.59
Environmental Technician	12.75
Flight Simulator/Instructor (Pilot)	19.90
Graphic Artist	16.46
Instructor	15.90
Laboratory Technician	11.48
Mathematical Technician	19.48
Paralegal/Legal Assistant I	14.63
Paralegal/Legal Assistant II	16.51
Paralegal/Legal Assistant III	20.19
Paralegal/Legal Assistant IV	24.44
Photooptics Technician	19.48
Technical Writer	19.23
Unexploded (UXO) Safety Escort	16.57
Unexploded (UXO) Sweep Personnel	16.57
Unexploded Ordnance (UXO) Technician I	16.57
Unexploded Ordnance (UXO) Technician II	20.05
Unexploded Ordnance (UXO) Technician III	24.02
Weather Observer, Combined Upper Air and Surface Programs (3)	11.48
Weather Observer, Senior (3)	12.74

Weather Observer, Upper Air (3)

11.48

**Transportation/ Mobile Equipment Operation Occupations**

Bus Driver	10.66
Parking and Lot Attendant	6.91
Shuttle Bus Driver	8.84
Taxi Driver	8.48
Truckdriver, Heavy Truck	11.06
Truckdriver, Light Truck	8.84
Truckdriver, Medium Truck	10.66
Truckdriver, Tractor-Trailer	11.06

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$1.92 an hour or \$76.80 a week or \$332.80 a month.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, blending, drying, mixing, and pressing of sensitive explosives pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and, possibly adjacent employees, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerine is covered under high degree hazard.)

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor



William W. Gross  
Director

Division of  
Wage Determinations

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2401  
Revision No.: 16  
Date of Last Revision: 03/14/2001

State: North Carolina

Area: North Carolina Counties of Bertie, Chatham, Durham, Franklin, Granville, Johnston, Nash, Orange, Person, Vance, Wake, Warren

\*\* Fringe Benefits Required Follow the Occupational Listing \*\*

OCCUPATION TITLE

MINIMUM WAGE RATE

**Administrative Support and Clerical Occupations**

Accounting Clerk I	10.65
Accounting Clerk II	11.90
Accounting Clerk III	12.39
Accounting Clerk IV	15.86
Court Reporter	14.32
Dispatcher, Motor Vehicle	14.59
Document Preparation Clerk	8.87
Duplicating Machine Operator	10.87
Film/Tape Librarian	12.23
General Clerk I	8.02
General Clerk II	8.54
General Clerk III	10.91
General Clerk IV	12.07
Housing Referral Assistant	16.62
Key Entry Operator I	7.92
Key Entry Operator II	9.17
Messenger (Courier)	8.07
Order Clerk I	11.14
Order Clerk II	12.27
Personnel Assistant (Employment) I	11.62
Personnel Assistant (Employment) II	13.04
Personnel Assistant (Employment) III	13.27
Personnel Assistant (Employment) IV	13.67
Production Control Clerk	13.29
Rental Clerk	13.62
Scheduler, Maintenance	13.62
Secretary I	13.62
Secretary II	13.87
Secretary III	14.28
Secretary IV	17.61
Secretary V	20.81
Service Order Dispatcher	12.23

RECEIVED  
APR 2 1 49 PM '01  
CDC: PGO: CPB

Stenographer I	12.33
Stenographer II	14.06
Supply Technician	15.18
Survey Worker (Interviewer)	12.45
Switchboard Operator-Receptionist	10.57
Test Examiner	13.87
Test Proctor	13.87
Travel Clerk I	7.87
Travel Clerk II	8.38
Travel Clerk III	8.94
Word Processor I	9.97
Word Processor II	11.20
Word Processor III	13.94

**Automatic Data Processing Occupations**

Computer Data Librarian	10.47
Computer Operator I	12.04
Computer Operator II	16.10
Computer Operator III	16.36
Computer Operator IV	18.96
Computer Operator V	20.76
Computer Programmer I (1)	14.20
Computer Programmer II (1)	17.66
Computer Programmer III (1)	21.64
Computer Programmer IV (1)	25.63
Computer Systems Analyst I (1)	20.76
Computer Systems Analyst II (1)	24.74
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	12.02

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	16.54
Automotive Glass Installer	14.60
Automotive Worker	14.60
Electrician, Automotive	12.33
Mobile Equipment Servicer	13.30
Motor Equipment Metal Mechanic	15.21
Motor Equipment Metal Worker	14.60
Motor Vehicle Mechanic	16.54
Motor Vehicle Mechanic Helper	12.18
Motor Vehicle Upholstery Worker	13.81
Motor Vehicle Wrecker	14.60
Painter, Automotive	14.60
Radiator Repair Specialist	14.60
Tire Repairer	12.85
Transmission Repair Specialist	16.21

**Food Preparation and Service Occupations**

Baker	8.76
-------	------

Cook I	7.78
Cook II	8.76
Dishwasher	6.65
Food Service Worker	6.65
Meat Cutter	10.07
Waiter/Waitress	6.27

**Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	15.83
Furniture Handler	10.72
Furniture Refinisher	15.83
Furniture Refinisher Helper	12.44
Furniture Repairer, Minor	14.14
Upholsterer	15.83

**General Services and Support Occupations**

Cleaner, Vehicles	6.65
Elevator Operator	6.65
Gardener	8.95
House Keeping Aid I	6.13
House Keeping Aid II	6.65
Janitor	6.65
Laborer, Grounds Maintenance	7.21
Maid or Houseman	6.13
Pest Controller	9.51
Refuse Collector	6.65
Tractor Operator	8.37
Window Cleaner	7.21

**Health Occupations**

Dental Assistant	11.41
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.31
Licensed Practical Nurse I	10.02
Licensed Practical Nurse II	11.24
Licensed Practical Nurse III	12.57
Medical Assistant	9.77
Medical Laboratory Technician	11.24
Medical Record Clerk	10.68
Medical Record Technician	13.54
Nursing Assistant I	7.92
Nursing Assistant II	8.90
Nursing Assistant III	9.71
Nursing Assistant IV	10.90
Pharmacy Technician	12.19
Phlebotomist	11.24
Registered Nurse I	15.57
Registered Nurse II	19.06
Registered Nurse II, Specialist	19.06
Registered Nurse III	23.06



Registered Nurse III, Anesthetist	23.06
Registered Nurse IV	27.62

**Information and Arts Occupations**

Audiovisual Librarian	15.81
Exhibits Specialist I	16.98
Exhibits Specialist II	21.02
Exhibits Specialist III	25.73
Illustrator I	15.63
Illustrator II	19.35
Illustrator III	23.68
Librarian	18.68
Library Technician	12.45
Photographer I	13.97
Photographer II	15.63
Photographer III	19.35
Photographer IV	23.68
Photographer V	28.23

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	6.90
Counter Attendant	6.90
Dry Cleaner	7.38
Finisher, Flatwork, Machine	6.90
Presser, Hand	6.90
Presser, Machine, Drycleaning	6.90
Presser, Machine, Shirts	6.90
Presser, Machine, Wearing Apparel, Laundry	6.90
Sewing Machine Operator	7.81
Tailor	8.64
Washer, Machine	6.72

**Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Toolroom)	13.30
Tool and Die Maker	19.10

**Material Handling and Packing Occupations**

Forklift Operator	12.44
Fuel Distribution System Operator	15.30
Material Coordinator	14.66
Material Expediter	14.66
Material Handling Laborer	11.34
Order Filler	9.36
Production Line Worker (Food Processing)	10.80
Shipping Packer	10.90
Shipping/Receiving Clerk	10.90
Stock Clerk (Shelf Stocker; Store Worker II)	10.60
Store Worker I	8.33
Tools and Parts Attendant	10.80

Warehouse Specialist	10.80
----------------------	-------

**Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic	19.02
Aircraft Mechanic Helper	13.88
Aircraft Quality Control Inspector	19.17
Aircraft Servicer	16.26
Aircraft Worker	17.23
Appliance Mechanic	15.83
Bicycle Repairer	12.85
Cable Splicer	17.07
Carpenter, Maintenance	15.83
Carpet Layer	14.98
Electrician, Maintenance	16.54
Electronics Technician, Maintenance I	17.09
Electronics Technician, Maintenance II	18.04
Electronics Technician, Maintenance III	19.09
Fabric Worker	14.14
Fire Alarm System Mechanic	16.54
Fire Extinguisher Repairer	13.30
Fuel Distribution System Mechanic	16.54
General Maintenance Worker	14.98
Heating, Refrigeration and Air Conditioning Mechanic	16.54
Heavy Equipment Mechanic	16.54
Heavy Equipment Operator	15.13
Instrument Mechanic	18.61
Laborer	6.65
Locksmith	15.83
Machinery Maintenance Mechanic	16.54
Machinist, Maintenance	16.54
Maintenance Trades Helper	12.44
Millwright	16.54
Office Appliance Repairer	15.83
Painter, Aircraft	15.83
Painter, Maintenance	15.83
Pipefitter, Maintenance	16.54
Plumber, Maintenance	15.83
Pneudraulic Systems Mechanic	16.54
Rigger	16.54
Scale Mechanic	14.98
Sheet-Metal Worker, Maintenance	16.54
Small Engine Mechanic	14.98
Telecommunication Mechanic I	16.54
Telecommunication Mechanic II	19.14
Telephone Lineman	16.54
Welder, Combination, Maintenance	16.54
Well Driller	16.54
Woodcraft Worker	16.54
Woodworker	13.30

**Miscellaneous Occupations**

Animal Caretaker	7.69
Carnival Equipment Operator	7.28
Carnival Equipment Repairer	7.79
Carnival Worker	6.65
Cashier	6.13
Desk Clerk	7.09
Embalmer	16.57
Lifeguard	9.02
Mortician	16.57
Park Attendant (Aide)	11.32
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	6.57
Recreation Specialist	8.87
Recycling Worker	8.37
Sales Clerk	6.57
School Crossing Guard (Crosswalk Attendant)	6.65
Sport Official	9.02
Survey Party Chief (Chief of Party)	12.44
Surveying Aide	5.33
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.26
Swimming Pool Operator	10.07
Vending Machine Attendant	8.37
Vending Machine Repairer	10.07
Vending Machine Repairer Helper	8.37

**Personal Needs Occupations**

Child Care Attendant	6.77
Child Care Center Clerk	8.90
Chore Aid	6.13
Homemaker	9.88

**Plant and System Operation Occupations**

Boiler Tender	16.54
Sewage Plant Operator	15.83
Stationary Engineer	17.40
Ventilation Equipment Tender	12.44
Water Treatment Plant Operator	15.83

**Protective Service Occupations**

Alarm Monitor	10.32
Corrections Officer	11.35
Court Security Officer	15.79
Detention Officer	15.79
Firefighter	18.32
Guard I	7.93
Guard II	8.90
Police Officer	17.70

**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	12.96
Hatch Tender	12.96
Line Handler	12.96
Stevedore I	14.16
Stevedore II	15.77

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	27.00
Air Traffic Control Specialist, Station (2)	18.62
Air Traffic Control Specialist, Terminal (2)	20.50
Archeological Technician I	16.02
Archeological Technician II	20.03
Archeological Technician III	22.25
Cartographic Technician	19.35
Civil Engineering Technician	19.35
Computer Based Training (CBT) Specialist/ Instructor	19.67
Drafter I	13.34
Drafter II	14.98
Drafter III	16.76
Drafter IV	20.75
Engineering Technician I	14.08
Engineering Technician II	15.99
Engineering Technician III	16.31
Engineering Technician IV	21.13
Engineering Technician V	24.98
Engineering Technician VI	30.23
Environmental Technician	16.49
Flight Simulator/Instructor (Pilot)	23.44
Graphic Artist	19.67
Instructor	16.57
Laboratory Technician	14.23
Mathematical Technician	18.45
Paralegal/Legal Assistant I	14.22
Paralegal/Legal Assistant II	18.06
Paralegal/Legal Assistant III	22.09
Paralegal/Legal Assistant IV	26.72
Photooptics Technician	18.45
Technical Writer	22.97
Unexploded (UXO) Safety Escort	17.16
Unexploded (UXO) Sweep Personnel	17.16
Unexploded Ordnance (UXO) Technician I	17.16
Unexploded Ordnance (UXO) Technician II	20.76
Unexploded Ordnance (UXO) Technician III	24.88
Weather Observer, Combined Upper Air and Surface Programs (3)	16.36
Weather Observer, Senior (3)	16.36
Weather Observer, Upper Air (3)	16.36

**Transportation/ Mobile Equipment Operation Occupations**

Bus Driver	14.30
Parking and Lot Attendant	10.36
Shuttle Bus Driver	11.91
Taxi Driver	10.36
Truckdriver, Heavy Truck	15.13
Truckdriver, Light Truck	11.91
Truckdriver, Medium Truck	16.26
Truckdriver, Tractor-Trailer	15.13

---

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$1.92 an hour or \$76.80 a week or \$332.80 a month.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, blending, drying, mixing, and pressing of sensitive explosives pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and, possibly adjacent employees, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of explosive and incendiary ordnance material other

than small arms ammunition. (Distribution of raw nitroglycerine is covered under high degree hazard.)

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210



William W. Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1994-2255  
Revision No.: 15  
Date of Last Revision: 09/15/2000

Applicable in the state of Massachusetts in the areas listed below:

BRISTOL COUNTY: Mansfield, Norton, Rayham

ESSEX COUNTY: Lynn, Lynnfield, Nahant, Saugus

MIDDLESEX COUNTY: Entire County

NORFOLK COUNTY: Bellingham, Braintree, Brookline, Canton, Cohasset, Dedham, Dover, Foxborough, Franklin, Holbrook, Medfield, Medway, Millis, Milton, Needham, Norfolk, Norwood, Quincy, Randolph, Sharon, Stoughton, Walpole, Wellesley, Westwood, Weymouth, Wrentham

PLYMOUTH COUNTY: Carver, Duxbury, Hanover, Hanson, Hingham, Hull, Kingston, Lakeville, Marshfield, Middleborough, Norwell, Pembroke, Plymouth, Plympton, Rockland, Scituate

SUFFOLK COUNTY: Entire County

WORCESTER COUNTY: Berlin, Bolton, Harvard, Hopedale, Lancaster, Mendon, Milford, Southborough, Upton

**\*\* Fringe Benefits Required Follow the Occupational Listing \*\***

**OCCUPATION TITLE**

**MINIMUM WAGE RATE**

**Administrative Support and Clerical Occupations**

Accounting Clerk I	11.44
Accounting Clerk II	12.48
Accounting Clerk III	13.42
Accounting Clerk IV	16.61
Court Reporter	14.72
Dispatcher, Motor Vehicle	14.72
Document Preparation Clerk	12.96
Duplicating Machine Operator	12.96
Film/Tape Librarian	13.27
General Clerk I	9.74
General Clerk II	10.94
General Clerk III	12.96
General Clerk IV	15.03
Housing Referral Assistant	16.08
Key Entry Operator I	11.53
Key Entry Operator II	14.11
Messenger (Courier)	9.74
Order Clerk I	10.51
Order Clerk II	12.59
Personnel Assistant (Employment) I	12.41
Personnel Assistant (Employment) II	13.94
Personnel Assistant (Employment) III	15.21



Personnel Assistant (Employment) IV	18.04
Production Control Clerk	16.08
Rental Clerk	13.27
Scheduler, Maintenance	13.27
Secretary I	13.27
Secretary II	14.72
Secretary III	16.08
Secretary IV	17.05
Secretary V	22.58
Service Order Dispatcher	13.27
Stenographer I	10.86
Stenographer II	13.27
Supply Technician	17.05
Survey Worker (Interviewer)	14.72
Switchboard Operator-Receptionist	12.23
Test Examiner	14.72
Test Proctor	14.72
Travel Clerk I	9.56
Travel Clerk II	10.34
Travel Clerk III	11.14
Word Processor I	13.39
Word Processor II	14.61
Word Processor III	17.28

**Automatic Data Processing Occupations**

Computer Data Librarian	12.59
Computer Operator I	12.59
Computer Operator II	14.08
Computer Operator III	17.06
Computer Operator IV	21.48
Computer Operator V	24.05
Computer Programmer I (1)	16.52
Computer Programmer II (1)	18.86
Computer Programmer III (1)	22.37
Computer Programmer IV (1)	27.63
Computer Systems Analyst I (1)	21.99
Computer Systems Analyst II (1)	27.31
Computer Systems Analyst III (1)	27.63
Peripheral Equipment Operator	12.59

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	17.75
Automotive Glass Installer	16.24
Automotive Worker	16.24
Electrician, Automotive	17.02
Mobile Equipment Servicer	14.72
Motor Equipment Metal Mechanic	17.75
Motor Equipment Metal Worker	16.24
Motor Vehicle Mechanic	17.31

Motor Vehicle Mechanic Helper	13.91
Motor Vehicle Upholstery Worker	15.45
Motor Vehicle Wrecker	16.24
Painter, Automotive	17.02
Radiator Repair Specialist	16.24
Tire Repairer	14.22
Transmission Repair Specialist	17.75

**Food Preparation and Service Occupations**

Baker	13.05
Cook I	11.80
Cook II	13.01
Dishwasher	9.22
Food Service Worker	9.22
Meat Cutter	13.01
Waiter/Waitress	9.79

**Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	17.02
Furniture Handler	13.14
Furniture Refinisher	17.02
Furniture Refinisher Helper	13.91
Furniture Repairer, Minor	15.45
Upholsterer	17.02

**General Services and Support Occupations**

Cleaner, Vehicles	9.36
Elevator Operator	9.22
Gardener	11.80
House Keeping Aid I	8.66
House Keeping Aid II	9.22
Janitor	9.22
Laborer, Grounds Maintenance	9.79
Maid or Houseman	11.80
Pest Controller	12.38
Refuse Collector	9.22
Tractor Operator	11.14
Window Cleaner	9.90

**Health Occupations**

Dental Assistant	11.34
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.01
Licensed Practical Nurse I	13.90
Licensed Practical Nurse II	15.60
Licensed Practical Nurse III	17.45
Medical Assistant	10.13
Medical Laboratory Technician	10.13
Medical Record Clerk	10.13
Medical Record Technician	14.04

Nursing Assistant I	8.29
Nursing Assistant II	9.32
Nursing Assistant III	9.80
Nursing Assistant IV	11.41
Pharmacy Technician	12.64
Phlebotomist	10.13
Registered Nurse I	16.64
Registered Nurse II	22.79
Registered Nurse II, Specialist	22.79
Registered Nurse III	27.57
Registered Nurse III, Anesthetist	27.57
Registered Nurse IV	33.05

**Information and Arts Occupations**

Audiovisual Librarian	17.05
Exhibits Specialist I	16.76
Exhibits Specialist II	21.30
Exhibits Specialist III	26.05
Illustrator I	16.76
Illustrator II	21.30
Illustrator III	26.05
Librarian	22.58
Library Technician	14.72
Photographer I	12.79
Photographer II	16.76
Photographer III	21.30
Photographer IV	26.05
Photographer V	31.51

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	7.43
Counter Attendant	7.43
Dry Cleaner	9.86
Finisher, Flatwork, Machine	7.43
Presser, Hand	7.43
Presser, Machine, Drycleaning	7.43
Presser, Machine, Shirts	7.43
Presser, Machine, Wearing Apparel, Laundry	7.43
Sewing Machine Operator	10.65
Tailor	11.36
Washer, Machine	8.26

**Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Toolroom)	17.22
Tool and Die Maker	20.35

**Material Handling and Packing Occupations**

Forklift Operator	13.52
Fuel Distribution System Operator	14.72

Material Coordinator	15.02
Material Expediter	15.02
Material Handling Laborer	11.65
Order Filler	12.48
Production Line Worker (Food Processing)	13.52
Shipping Packer	12.09
Shipping/Receiving Clerk	12.09
Stock Clerk (Shelf Stocker; Store Worker II)	12.19
Store Worker I	10.58
Tools and Parts Attendant	13.52
Warehouse Specialist	12.96

**Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic	17.75
Aircraft Mechanic Helper	13.91
Aircraft Quality Control Inspector	18.42
Aircraft Servicer	15.45
Aircraft Worker	16.24
Appliance Mechanic	17.02
Bicycle Repairer	14.22
Cable Splicer	17.75
Carpenter, Maintenance	17.02
Carpet Layer	16.24
Electrician, Maintenance	18.67
Electronics Technician, Maintenance I	12.00
Electronics Technician, Maintenance II	16.60
Electronics Technician, Maintenance III	18.52
Fabric Worker	15.45
Fire Alarm System Mechanic	17.75
Fire Extinguisher Repairer	14.72
Fuel Distribution System Mechanic	17.75
General Maintenance Worker	16.24
Heating, Refrigeration and Air Conditioning Mechanic	17.75
Heavy Equipment Mechanic	17.75
Heavy Equipment Operator	18.10
Instrument Mechanic	17.75
Laborer	12.51
Locksmith	17.02
Machinery Maintenance Mechanic	17.44
Machinist, Maintenance	17.39
Maintenance Trades Helper	13.91
Millwright	17.75
Office Appliance Repairer	17.02
Painter, Aircraft	17.02
Painter, Maintenance	17.02
Pipefitter, Maintenance	17.64
Plumber, Maintenance	17.02
Pneudraulic Systems Mechanic	17.75
Rigger	17.75

Scale Mechanic	16.24
Sheet-Metal Worker, Maintenance	17.75
Small Engine Mechanic	16.24
Telecommunication Mechanic I	17.75
Telecommunication Mechanic II	18.42
Telephone Lineman	17.75
Welder, Combination, Maintenance	17.75
Well Driller	17.75
Woodcraft Worker	17.75
Woodworker	15.31

**Miscellaneous Occupations**

Animal Caretaker	10.48
Carnival Equipment Operator	11.14
Carnival Equipment Repairer	11.80
Carnival Worker	9.22
Cashier	11.25
Desk Clerk	13.70
Embalmer	17.18
Lifeguard	12.23
Mortician	17.18
Park Attendant (Aide)	15.30
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	12.23
Recreation Specialist	19.09
Recycling Worker	11.14
Sales Clerk	12.23
School Crossing Guard (Crosswalk Attendant)	9.22
Sport Official	12.23
Survey Party Chief (Chief of Party)	17.38
Surveying Aide	10.42
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.30
Swimming Pool Operator	13.01
Vending Machine Attendant	11.14
Vending Machine Repairer	13.01
Vending Machine Repairer Helper	11.14

**Personal Needs Occupations**

Child Care Attendant	11.94
Child Care Center Clerk	13.30
Chore Aid	11.80
Homemaker	19.09

**Plant and System Operation Occupations**

Boiler Tender	17.75
Sewage Plant Operator	17.02
Stationary Engineer	17.75
Ventilation Equipment Tender	13.91
Water Treatment Plant Operator	17.02

**Protective Service Occupations**

Alarm Monitor	13.02
Corrections Officer	17.69
Court Security Officer	18.24
Detention Officer	17.69
Firefighter	18.18
Guard I	8.28
Guard II	13.04
Police Officer	22.29

**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	14.76
Hatch Tender	14.76
Line Handler	14.76
Stevedore I	14.19
Stevedore II	15.86

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	27.03
Air Traffic Control Specialist, Station (2)	18.64
Air Traffic Control Specialist, Terminal (2)	20.53
Archeological Technician I	15.37
Archeological Technician II	17.21
Archeological Technician III	21.30
Cartographic Technician	21.30
Civil Engineering Technician	21.30
Computer Based Training (CBT) Specialist/ Instructor	21.99
Drafter I	11.13
Drafter II	12.79
Drafter III	16.76
Drafter IV	21.30
Engineering Technician I	11.89
Engineering Technician II	13.35
Engineering Technician III	16.11
Engineering Technician IV	19.04
Engineering Technician V	21.53
Engineering Technician VI	21.89
Environmental Technician	21.48
Flight Simulator/Instructor (Pilot)	27.36
Graphic Artist	21.99
Instructor	21.99
Laboratory Technician	17.06
Mathematical Technician	19.04
Paralegal/Legal Assistant I	14.80
Paralegal/Legal Assistant II	18.72
Paralegal/Legal Assistant III	22.74
Paralegal/Legal Assistant IV	27.51
Photooptics Technician	19.04

Technical Writer	26.96
Unexploded (UXO) Safety Escort	17.18
Unexploded (UXO) Sweep Personnel	17.18
Unexploded Ordnance (UXO) Technician I	17.18
Unexploded Ordnance (UXO) Technician II	20.78
Unexploded Ordnance (UXO) Technician III	24.91
Weather Observer, Combined Upper Air and Surface Programs (3)	17.06
Weather Observer, Senior (3)	18.94
Weather Observer, Upper Air (3)	17.06

#### **Transportation/ Mobile Equipment Operation Occupations**

Bus Driver	15.89
Parking and Lot Attendant	9.98
Shuttle Bus Driver	12.79
Taxi Driver	12.03
Truckdriver, Heavy Truck	17.88
Truckdriver, Light Truck	12.79
Truckdriver, Medium Truck	15.89
Truckdriver, Tractor-Trailer	19.04

#### **ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$1.92 an hour or \$76.80 a week or \$332.80 a month.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

#### **THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and

disposal. Such as: Screening, blending, dying, mixing, and pressing of sensitive explosives pyrotechnic compositions such as lead azide, black powder and photoflash power. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and, possibly adjacent employees, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerine is covered under high degree hazard.)

#### **\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

#### **\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

##### **Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

##### **REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**

##### **Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a



proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210



William W. Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1994-2451

Revision No.: 18

Date of Last Revision: 11/30/2000

States: Ohio, Pennsylvania

Area: Ohio Counties of Belmont, Harrison, Jefferson, Tuscarawas  
Pennsylvania Counties of Allegheny, Armstrong, Beaver, Bedford, Blair, Butler, Cambria, Cameron, Centre, Clarion, Clearfield, Clinton, Crawford, Elk, Erie, Fayette, Forest, Fulton, Greene, Huntingdon, Indiana, Jefferson, Lawrence, McKean, Mercer, Potter, Somerset, Venango, Warren, Washington, Westmoreland

\*\* Fringe Benefits Required Follow the Occupational Listing \*\*

OCCUPATION TITLE

MINIMUM WAGE RATE

**Administrative Support and Clerical Occupations**

Accounting Clerk I	8.46
Accounting Clerk II	9.26
Accounting Clerk III	11.51
Accounting Clerk IV	15.63
Court Reporter	11.83
Dispatcher, Motor Vehicle	10.14
Document Preparation Clerk	10.14
Duplicating Machine Operator	12.05
Film/Tape Librarian	7.76
General Clerk I	8.66
General Clerk II	10.69
General Clerk III	13.35
General Clerk IV	14.17
Housing Referral Assistant	7.64
Key Entry Operator I	9.30
Key Entry Operator II	7.76
Messenger (Courier)	10.04
Order Clerk I	12.01
Order Clerk II	9.32
Personnel Assistant (Employment) I	10.40
Personnel Assistant (Employment) II	11.46
Personnel Assistant (Employment) III	14.17
Personnel Assistant (Employment) IV	14.17
Production Control Clerk	12.05
Rental Clerk	12.05
Scheduler, Maintenance	12.05
Secretary I	12.29
Secretary II	14.17
Secretary III	16.16
Secretary IV	

CDC: PGO: CPB

APR 2 1 49 PM '01

RECEIVED

Secretary V	17.90
Service Order Dispatcher	12.05
Stenographer I	10.78
Stenographer II	12.05
Supply Technician	16.16
Survey Worker (Interviewer)	11.51
Switchboard Operator-Receptionist	8.37
Test Examiner	11.51
Test Proctor	11.51
Travel Clerk I	8.84
Travel Clerk II	9.48
Travel Clerk III	10.18
Word Processor I	9.82
Word Processor II	13.05
Word Processor III	13.98

**Automatic Data Processing Occupations**

Computer Data Librarian	11.81
Computer Operator I	9.95
Computer Operator II	10.92
Computer Operator III	15.47
Computer Operator IV	17.19
Computer Operator V	19.03
Computer Programmer I (1)	14.21
Computer Programmer II (1)	16.15
Computer Programmer III (1)	19.38
Computer Programmer IV (1)	24.77
Computer Systems Analyst I (1)	18.69
Computer Systems Analyst II (1)	23.86
Computer Systems Analyst III (1)	28.14
Peripheral Equipment Operator	11.81

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	16.80
Automotive Glass Installer	15.60
Automotive Worker	15.60
Electrician, Automotive	16.22
Mobile Equipment Servicer	14.46
Motor Equipment Metal Mechanic	16.80
Motor Equipment Metal Worker	15.60
Motor Vehicle Mechanic	17.06
Motor Vehicle Mechanic Helper	13.89
Motor Vehicle Upholstery Worker	15.03
Motor Vehicle Wrecker	15.60
Painter, Automotive	16.22
Radiator Repair Specialist	15.60
Tire Repairer	13.96
Transmission Repair Specialist	16.80

**Food Preparation and Service Occupations**

Baker	10.98
Cook I	10.16
Cook II	10.98
Dishwasher	8.33
Food Service Worker	8.33
Meat Cutter	10.98
Waiter/Waitress	8.86

**Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	16.22
Furniture Handler	12.62
Furniture Refinisher	16.22
Furniture Refinisher Helper	13.89
Furniture Repairer, Minor	15.03
Upholsterer	16.22

**General Services and Support Occupations**

Cleaner, Vehicles	8.33
Elevator Operator	8.33
Gardener	10.16
House Keeping Aid I	7.80
House Keeping Aid II	8.33
Janitor	8.33
Laborer, Grounds Maintenance	8.86
Maid or Houseman	7.80
Pest Controller	10.62
Refuse Collector	8.33
Tractor Operator	9.78
Window Cleaner	8.86

**Health Occupations**

Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	10.49
Licensed Practical Nurse II	11.78
Licensed Practical Nurse III	13.17
Medical Assistant	9.77
Medical Laboratory Technician	9.77
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	7.10
Nursing Assistant II	7.98
Nursing Assistant III	8.71
Nursing Assistant IV	9.77
Pharmacy Technician	12.19
Phlebotomist	9.77
Registered Nurse I	15.77

Registered Nurse II	16.57
Registered Nurse II, Specialist	18.16
Registered Nurse III	22.92
Registered Nurse III, Anesthetist	22.92
Registered Nurse IV	24.16

**Information and Arts Occupations**

Audiovisual Librarian	16.54
Exhibits Specialist I	16.58
Exhibits Specialist II	21.13
Exhibits Specialist III	22.83
Illustrator I	16.58
Illustrator II	21.13
Illustrator III	22.83
Librarian	19.14
Library Technician	13.89
Photographer I	13.80
Photographer II	16.58
Photographer III	21.13
Photographer IV	22.83
Photographer V	27.60

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	7.00
Counter Attendant	7.00
Dry Cleaner	8.79
Finisher, Flatwork, Machine	7.00
Presser, Hand	7.00
Presser, Machine, Drycleaning	7.00
Presser, Machine, Shirts	7.00
Presser, Machine, Wearing Apparel, Laundry	7.00
Sewing Machine Operator	9.39
Tailor	9.98
Washer, Machine	7.59

**Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Toolroom)	16.21
Tool and Die Maker	22.76

**Material Handling and Packing Occupations**

Forklift Operator	13.44
Fuel Distribution System Operator	14.45
Material Coordinator	14.69
Material Expediter	14.69
Material Handling Laborer	13.09
Order Filler	13.89
Production Line Worker (Food Processing)	13.58
Shipping Packer	13.03
Shipping/Receiving Clerk	12.80

Stock Clerk (Shelf Stocker; Store Worker II)	13.06
Store Worker I	10.61
Tools and Parts Attendant	13.58
Warehouse Specialist	13.58

**Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic	16.80
Aircraft Mechanic Helper	13.89
Aircraft Quality Control Inspector	17.35
Aircraft Servicer	15.03
Aircraft Worker	15.60
Appliance Mechanic	16.22
Bicycle Repairer	13.96
Cable Splicer	16.80
Carpenter, Maintenance	16.22
Carpet Layer	15.60
Electrician, Maintenance	18.28
Electronics Technician, Maintenance I	14.59
Electronics Technician, Maintenance II	17.21
Electronics Technician, Maintenance III	18.82
Fabric Worker	15.03
Fire Alarm System Mechanic	16.80
Fire Extinguisher Repairer	14.45
Fuel Distribution System Mechanic	16.80
General Maintenance Worker	15.60
Heating, Refrigeration and Air Conditioning Mechanic	16.80
Heavy Equipment Mechanic	16.80
Heavy Equipment Operator	16.80
Instrument Mechanic	16.80
Laborer	11.63
Locksmith	16.22
Machinery Maintenance Mechanic	16.80
Machinist, Maintenance	18.41
Maintenance Trades Helper	13.89
Millwright	16.80
Office Appliance Repairer	16.22
Painter, Aircraft	16.22
Painter, Maintenance	16.22
Pipefitter, Maintenance	17.19
Plumber, Maintenance	16.22
Pneudraulic Systems Mechanic	16.80
Rigger	16.80
Scale Mechanic	15.60
Sheet-Metal Worker, Maintenance	16.80
Small Engine Mechanic	15.60
Telecommunication Mechanic I	16.80
Telecommunication Mechanic II	17.25
Telephone Lineman	16.80
Welder, Combination, Maintenance	16.80

Well Driller	16.80
Woodcraft Worker	16.80
Woodworker	14.45

**Miscellaneous Occupations**

Animal Caretaker	9.38
Carnival Equipment Operator	9.78
Carnival Equipment Repairer	10.16
Carnival Worker	8.33
Cashier	6.92
Desk Clerk	6.87
Embalmer	16.96
Lifeguard	6.12
Mortician	16.96
Park Attendant (Aide)	7.69
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	6.12
Recreation Specialist	12.61
Recycling Worker	9.78
Sales Clerk	6.12
School Crossing Guard (Crosswalk Attendant)	8.33
Sport Official	6.12
Survey Party Chief (Chief of Party)	10.72
Surveying Aide	5.86
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	8.95
Swimming Pool Operator	11.02
Vending Machine Attendant	9.78
Vending Machine Repairer	11.02
Vending Machine Repairer Helper	9.78

**Personal Needs Occupations**

Child Care Attendant	9.40
Child Care Center Clerk	8.58
Chore Aid	7.80
Homemaker	9.52

**Plant and System Operation Occupations**

Boiler Tender	16.80
Sewage Plant Operator	16.22
Stationary Engineer	16.80
Ventilation Equipment Tender	13.89
Water Treatment Plant Operator	16.22

**Protective Service Occupations**

Alarm Monitor	11.14
Corrections Officer	15.04
Court Security Officer	17.22
Detention Officer	17.22
Firefighter	18.26
Guard I	7.16

Guard II	11.59
Police Officer	18.37

**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	15.26
Hatch Tender	15.26
Line Handler	15.26
Stevedore I	14.69
Stevedore II	15.86

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	26.07
Air Traffic Control Specialist, Station (2)	17.98
Air Traffic Control Specialist, Terminal (2)	19.75
Archeological Technician I	12.58
Archeological Technician II	14.09
Archeological Technician III	17.43
Cartographic Technician	17.43
Civil Engineering Technician	17.43
Computer Based Training (CBT) Specialist/ Instructor	20.57
Drafter I	10.87
Drafter II	13.80
Drafter III	16.58
Drafter IV	21.28
Engineering Technician I	13.58
Engineering Technician II	15.26
Engineering Technician III	17.73
Engineering Technician IV	20.27
Engineering Technician V	23.22
Engineering Technician VI	28.07
Environmental Technician	17.43
Flight Simulator/Instructor (Pilot)	23.86
Graphic Artist	18.69
Instructor	20.57
Laboratory Technician	15.97
Mathematical Technician	20.05
Paralegal/Legal Assistant I	12.41
Paralegal/Legal Assistant II	16.16
Paralegal/Legal Assistant III	19.12
Paralegal/Legal Assistant IV	19.69
Photooptics Technician	20.05
Technical Writer	21.39
Unexploded (UXO) Safety Escort	16.57
Unexploded (UXO) Sweep Personnel	16.57
Unexploded Ordnance (UXO) Technician I	16.57
Unexploded Ordnance (UXO) Technician II	20.05
Unexploded Ordnance (UXO) Technician III	24.02
Weather Observer, Combined Upper Air and Surface Programs (3)	15.47
Weather Observer, Senior (3)	16.19



Weather Observer, Upper Air (3)

15.47

**Transportation/ Mobile Equipment Operation Occupations**

Bus Driver

16.12

Parking and Lot Attendant

8.33

Shuttle Bus Driver

13.51

Taxi Driver

9.93

Truckdriver, Heavy Truck

16.14

Truckdriver, Light Truck

13.51

Truckdriver, Medium Truck

15.75

Truckdriver, Tractor-Trailer

16.46

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$1.92 an hour or \$76.80 a week or \$332.80 a month.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, blending, dying, mixing, and pressing of sensitive explosives pyrotechnic compositions such as lead azide, black powder and photoflash power. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and, possibly adjacent employees, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerine is covered under high degree hazard.)

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210



William W. Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1994-2461  
Revision No.: 15  
Date of Last Revision: 09/18/2000

State: Puerto Rico  
Area: Puerto Rico Statewide

\*\* Fringe Benefits Required Follow the Occupational Listing \*\*

OCCUPATION TITLE

MINIMUM WAGE RATE

**Administrative Support and Clerical Occupations**

Accounting Clerk I	6.24
Accounting Clerk II	6.67
Accounting Clerk III	9.34
Accounting Clerk IV	11.36
Court Reporter	8.67
Dispatcher, Motor Vehicle	8.67
Document Preparation Clerk	8.22
Duplicating Machine Operator	8.22
Film/Tape Librarian	7.47
General Clerk I	5.33
General Clerk II	5.64
General Clerk III	8.22
General Clerk IV	9.22
Housing Referral Assistant	10.08
Key Entry Operator I	6.66
Key Entry Operator II	8.39
Messenger (Courier)	5.33
Order Clerk I	7.12
Order Clerk II	8.38
Personnel Assistant (Employment) I	6.45
Personnel Assistant (Employment) II	8.32
Personnel Assistant (Employment) III	9.03
Personnel Assistant (Employment) IV	10.13
Production Control Clerk	10.08
Rental Clerk	7.47
Scheduler, Maintenance	7.47
Secretary I	7.47
Secretary II	8.87
Secretary III	11.99
Secretary IV	12.45
Secretary V	13.79
Service Order Dispatcher	7.47
Stenographer I	6.66

Stenographer II	7.47
Supply Technician	11.41
Survey Worker (Interviewer)	8.67
Switchboard Operator-Receptionist	6.26
Test Examiner	8.67
Test Proctor	8.67
Travel Clerk I	8.31
Travel Clerk II	9.26
Travel Clerk III	10.04
Word Processor I	7.06
Word Processor II	8.28
Word Processor III	9.27

**Automatic Data Processing Occupations**

Computer Data Librarian	7.86
Computer Operator I	7.86
Computer Operator II	8.79
Computer Operator III	11.00
Computer Operator IV	14.81
Computer Operator V	16.44
Computer Programmer I (1)	10.68
Computer Programmer II (1)	13.62
Computer Programmer III (1)	16.23
Computer Programmer IV (1)	19.63
Computer Systems Analyst I (1)	14.52
Computer Systems Analyst II (1)	18.36
Computer Systems Analyst III (1)	23.67
Peripheral Equipment Operator	7.86

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	11.83
Automotive Glass Installer	10.79
Automotive Worker	10.79
Electrician, Automotive	11.32
Mobile Equipment Servicer	9.76
Motor Equipment Metal Mechanic	11.83
Motor Equipment Metal Worker	10.79
Motor Vehicle Mechanic	11.83
Motor Vehicle Mechanic Helper	9.22
Motor Vehicle Upholstery Worker	10.57
Motor Vehicle Wrecker	10.79
Painter, Automotive	11.32
Radiator Repair Specialist	10.79
Tire Repairer	9.43
Transmission Repair Specialist	11.83

**Food Preparation and Service Occupations**

Baker	7.68
Cook I	6.06

Cook II	7.31
Dishwasher	5.33
Food Service Worker	5.33
Meat Cutter	7.54
Waiter/Waitress	5.33

**Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	11.32
Furniture Handler	8.23
Furniture Refinisher	11.32
Furniture Refinisher Helper	9.22
Furniture Repairer, Minor	10.68
Upholsterer	11.32

**General Services and Support Occupations**

Cleaner, Vehicles	5.33
Elevator Operator	5.33
Gardener	6.06
House Keeping Aid I	5.33
House Keeping Aid II	5.33
Janitor	5.33
Laborer, Grounds Maintenance	5.33
Maid or Houseman	5.33
Pest Controller	6.37
Refuse Collector	5.33
Tractor Operator	5.76
Window Cleaner	5.33

**Health Occupations**

Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	8.71
Licensed Practical Nurse II	9.77
Licensed Practical Nurse III	10.93
Medical Assistant	9.77
Medical Laboratory Technician	9.77
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	7.10
Nursing Assistant II	7.98
Nursing Assistant III	8.71
Nursing Assistant IV	9.77
Pharmacy Technician	12.19
Phlebotomist	9.77
Registered Nurse I	13.54
Registered Nurse II	16.57
Registered Nurse II, Specialist	16.57
Registered Nurse III	20.05
Registered Nurse III, Anesthetist	20.05

Registered Nurse IV	24.02
---------------------	-------

**Information and Arts Occupations**

Audiovisual Librarian	13.10
Exhibits Specialist I	11.20
Exhibits Specialist II	13.10
Exhibits Specialist III	15.76
Illustrator I	11.20
Illustrator II	13.10
Illustrator III	15.76
Librarian	13.69
Library Technician	8.87
Photographer I	8.69
Photographer II	11.20
Photographer III	13.10
Photographer IV	15.76
Photographer V	17.33

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	6.85
Counter Attendant	6.85
Dry Cleaner	7.64
Finisher, Flatwork, Machine	6.85
Presser, Hand	6.85
Presser, Machine, Drycleaning	6.85
Presser, Machine, Shirts	6.85
Presser, Machine, Wearing Apparel, Laundry	6.85
Sewing Machine Operator	7.88
Tailor	8.12
Washer, Machine	7.16

**Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Toolroom)	11.32
Tool and Die Maker	12.40

**Material Handling and Packing Occupations**

Forklift Operator	7.79
Fuel Distribution System Operator	10.02
Material Coordinator	7.98
Material Expediter	7.98
Material Handling Laborer	6.35
Order Filler	7.92
Production Line Worker (Food Processing)	7.19
Shipping Packer	7.76
Shipping/Receiving Clerk	7.76
Stock Clerk (Shelf Stocker; Store Worker II)	7.78
Store Worker I	6.31
Tools and Parts Attendant	7.19
Warehouse Specialist	7.19

**Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic	11.83
Aircraft Mechanic Helper	9.22
Aircraft Quality Control Inspector	12.36
Aircraft Servicer	10.57
Aircraft Worker	10.80
Appliance Mechanic	11.32
Bicycle Repairer	9.43
Cable Splicer	11.83
Carpenter, Maintenance	11.32
Carpet Layer	10.80
Electrician, Maintenance	11.83
Electronics Technician, Maintenance I	10.17
Electronics Technician, Maintenance II	12.06
Electronics Technician, Maintenance III	12.66
Fabric Worker	10.57
Fire Alarm System Mechanic	11.83
Fire Extinguisher Repairer	9.76
Fuel Distribution System Mechanic	11.83
General Maintenance Worker	10.80
Heating, Refrigeration and Air Conditioning Mechanic	11.83
Heavy Equipment Mechanic	11.83
Heavy Equipment Operator	11.83
Instrument Mechanic	11.83
Laborer	5.33
Locksmith	11.32
Machinery Maintenance Mechanic	12.00
Machinist, Maintenance	10.29
Maintenance Trades Helper	9.22
Millwright	11.83
Office Appliance Repairer	11.32
Painter, Aircraft	11.32
Painter, Maintenance	11.32
Pipefitter, Maintenance	11.83
Plumber, Maintenance	11.32
Pneudraulic Systems Mechanic	11.83
Rigger	11.83
Scale Mechanic	11.32
Sheet-Metal Worker, Maintenance	11.83
Small Engine Mechanic	11.32
Telecommunication Mechanic I	11.83
Telecommunication Mechanic II	12.36
Telephone Lineman	11.83
Welder, Combination, Maintenance	11.83
Well Driller	11.83
Woodcraft Worker	11.83
Woodworker	9.76



**Miscellaneous Occupations**

Animal Caretaker	5.41
Carnival Equipment Operator	5.76
Carnival Equipment Repairer	6.06
Carnival Worker	5.33
Cashier	5.77
Desk Clerk	7.02
Embalmer	15.82
Lifeguard	6.26
Mortician	15.82
Park Attendant (Aide)	7.89
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	6.26
Recreation Specialist	9.77
Recycling Worker	5.73
Sales Clerk	6.26
School Crossing Guard (Crosswalk Attendant)	5.33
Sport Official	6.26
Survey Party Chief (Chief of Party)	8.01
Surveying Aide	6.97
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	7.59
Swimming Pool Operator	6.68
Vending Machine Attendant	5.73
Vending Machine Repairer	6.68
Vending Machine Repairer Helper	6.88

**Personal Needs Occupations**

Child Care Attendant	8.05
Child Care Center Clerk	8.77
Chore Aid	5.33
Homemaker	9.77

**Plant and System Operation Occupations**

Boiler Tender	11.83
Sewage Plant Operator	11.32
Stationary Engineer	11.83
Ventilation Equipment Tender	9.22
Water Treatment Plant Operator	11.32

**Protective Service Occupations**

Alarm Monitor	5.33
Corrections Officer	5.88
Court Security Officer	5.88
Detention Officer	5.88
Firefighter	5.88
Guard I	5.33
Guard II	5.61
Police Officer	5.88

**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	8.20
Hatch Tender	8.20
Line Handler	8.20
Stevedore I	7.92
Stevedore II	8.56

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	26.07
Air Traffic Control Specialist, Station (2)	17.98
Air Traffic Control Specialist, Terminal (2)	19.79
Archeological Technician I	9.44
Archeological Technician II	10.61
Archeological Technician III	13.10
Cartographic Technician	13.10
Civil Engineering Technician	13.10
Computer Based Training (CBT) Specialist/ Instructor	14.53
Drafter I	7.91
Drafter II	9.96
Drafter III	12.71
Drafter IV	13.84
Engineering Technician I	8.44
Engineering Technician II	11.50
Engineering Technician III	12.91
Engineering Technician IV	15.15
Engineering Technician V	19.49
Engineering Technician VI	22.71
Environmental Technician	14.81
Flight Simulator/Instructor (Pilot)	18.36
Graphic Artist	15.42
Instructor	15.76
Laboratory Technician	11.00
Mathematical Technician	13.18
Paralegal/Legal Assistant I	8.87
Paralegal/Legal Assistant II	11.41
Paralegal/Legal Assistant III	13.47
Paralegal/Legal Assistant IV	17.74
Photooptics Technician	14.79
Technical Writer	17.48
Unexploded (UXO) Safety Escort	15.82
Unexploded (UXO) Sweep Personnel	15.82
Unexploded Ordnance (UXO) Technician I	15.82
Unexploded Ordnance (UXO) Technician II	19.14
Unexploded Ordnance (UXO) Technician III	22.94
Weather Observer, Combined Upper Air and Surface Programs (3)	11.00
Weather Observer, Senior (3)	11.48
Weather Observer, Upper Air (3)	11.00

**Transportation/ Mobile Equipment Operation Occupations**

Bus Driver	8.86
Parking and Lot Attendant	5.72
Shuttle Bus Driver	7.28
Taxi Driver	6.89
Truckdriver, Heavy Truck	9.61
Truckdriver, Light Truck	7.28
Truckdriver, Medium Truck	9.42
Truckdriver, Tractor-Trailer	9.61

---

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$1.92 an hour or \$76.80 a week or \$332.80 a month.

**VACATION:** 3 weeks paid vacation after 1 year of service with a contractor or successor; and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, blending, dying, mixing, and pressing of sensitive explosives pyrotechnic compositions such as lead azide, black powder and photoflash power. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and, possibly adjacent employees, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerine is covered under high degree hazard.)

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))**

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor



William W. Gross  
Director

Division of  
Wage Determinations

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2565  
Revision No.: 13  
Date of Last Revision: 09/28/2000

State: Washington

Area: Washington Counties of Adams, Asotin, Chelan, Columbia, Douglas, Ferry, Garfield, Grant, Kittitas, Lincoln, Okanogan, Pend Oreille, Spokane, Stevens, Whitman

**\*\* Fringe Benefits Required Follow the Occupational Listing \*\***

**OCCUPATION TITLE**

**MINIMUM WAGE RATE**

**Administrative Support and Clerical Occupations**

Accounting Clerk I	7.95
Accounting Clerk II	8.16
Accounting Clerk III	10.27
Accounting Clerk IV	11.78
Court Reporter	10.40
Dispatcher, Motor Vehicle	8.51
Document Preparation Clerk	9.85
Duplicating Machine Operator	9.85
Film/Tape Librarian	9.33
General Clerk I	5.97
General Clerk II	6.73
General Clerk III	9.85
General Clerk IV	11.06
Housing Referral Assistant	12.04
Key Entry Operator I	8.18
Key Entry Operator II	10.60
Messenger (Courier)	5.97
Order Clerk I	7.95
Order Clerk II	10.27
Personnel Assistant (Employment) I	8.30
Personnel Assistant (Employment) II	9.33
Personnel Assistant (Employment) III	10.40
Personnel Assistant (Employment) IV	12.04
Production Control Clerk	12.30
Rental Clerk	9.33
Scheduler, Maintenance	9.33
Secretary I	9.33
Secretary II	10.40
Secretary III	12.04
Secretary IV	14.83
Secretary V	15.95
Service Order Dispatcher	11.57

CDC: PGO: CPB

APR 2 1 49 PM '01

RECEIVED

Stenographer I	9.19
Stenographer II	10.22
Supply Technician	12.56
Survey Worker (Interviewer)	10.40
Switchboard Operator-Receptionist	8.05
Test Examiner	10.40
Test Proctor	10.40
Travel Clerk I	8.77
Travel Clerk II	9.22
Travel Clerk III	9.87
Word Processor I	8.99
Word Processor II	10.09
Word Processor III	11.27

**Automatic Data Processing Occupations**

Computer Data Librarian	8.92
Computer Operator I	8.71
Computer Operator II	10.46
Computer Operator III	12.63
Computer Operator IV	14.02
Computer Operator V	15.53
Computer Programmer I (1)	11.56
Computer Programmer II (1)	14.38
Computer Programmer III (1)	17.12
Computer Programmer IV (1)	20.70
Computer Systems Analyst I (1)	18.07
Computer Systems Analyst II (1)	20.93
Computer Systems Analyst III (1)	24.33
Peripheral Equipment Operator	10.59

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	16.48
Automotive Glass Installer	15.16
Automotive Worker	15.16
Electrician, Automotive	16.48
Mobile Equipment Servicer	14.33
Motor Equipment Metal Mechanic	16.48
Motor Equipment Metal Worker	15.16
Motor Vehicle Mechanic	16.57
Motor Vehicle Mechanic Helper	13.02
Motor Vehicle Upholstery Worker	14.33
Motor Vehicle Wrecker	15.16
Painter, Automotive	15.81
Radiator Repair Specialist	15.16
Tire Repairer	13.21
Transmission Repair Specialist	16.48

**Food Preparation and Service Occupations**

Baker	8.89
-------	------

Cook I	7.73
Cook II	8.89
Dishwasher	6.79
Food Service Worker	6.79
Meat Cutter	8.89
Waiter/Waitress	7.11

**Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	15.81
Furniture Handler	12.67
Furniture Refinisher	15.81
Furniture Refinisher Helper	13.02
Furniture Repairer, Minor	14.33
Upholsterer	15.81

**General Services and Support Occupations**

Cleaner, Vehicles	6.79
Elevator Operator	6.79
Gardener	6.79
House Keeping Aid I	6.79
House Keeping Aid II	7.11
Janitor	6.79
Laborer, Grounds Maintenance	6.88
Maid or Houseman	6.45
Pest Controller	7.96
Refuse Collector	6.79
Tractor Operator	8.15
Window Cleaner	7.11

**Health Occupations**

Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	8.71
Licensed Practical Nurse II	9.77
Licensed Practical Nurse III	10.93
Medical Assistant	9.77
Medical Laboratory Technician	9.77
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	7.10
Nursing Assistant II	7.98
Nursing Assistant III	8.71
Nursing Assistant IV	9.77
Pharmacy Technician	12.19
Phlebotomist	9.77
Registered Nurse I	13.54
Registered Nurse II	16.57
Registered Nurse II, Specialist	16.57
Registered Nurse III	20.05



Registered Nurse III, Anesthetist	20.05
Registered Nurse IV	24.02

**Information and Arts Occupations**

Audiovisual Librarian	14.29
Exhibits Specialist I	12.09
Exhibits Specialist II	14.98
Exhibits Specialist III	18.27
Illustrator I	12.09
Illustrator II	14.98
Illustrator III	18.27
Librarian	15.95
Library Technician	10.40
Photographer I	11.34
Photographer II	12.69
Photographer III	14.98
Photographer IV	18.27
Photographer V	22.17

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	7.11
Counter Attendant	7.11
Dry Cleaner	8.35
Finisher, Flatwork, Machine	7.11
Presser, Hand	7.11
Presser, Machine, Drycleaning	7.11
Presser, Machine, Shirts	7.11
Presser, Machine, Wearing Apparel, Laundry	7.11
Sewing Machine Operator	8.93
Tailor	9.50
Washer, Machine	7.45

**Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Toolroom)	15.81
Tool and Die Maker	18.62

**Material Handling and Packing Occupations**

Forklift Operator	13.30
Fuel Distribution System Operator	14.29
Material Coordinator	13.66
Material Expediter	13.66
Material Handling Laborer	10.00
Order Filler	12.83
Production Line Worker (Food Processing)	12.03
Shipping Packer	11.34
Shipping/Receiving Clerk	11.34
Stock Clerk (Shelf Stocker; Store Worker II)	12.34
Store Worker I	10.63
Tools and Parts Attendant	12.67

Warehouse Specialist	12.03
----------------------	-------

**Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic	16.48
Aircraft Mechanic Helper	13.02
Aircraft Quality Control Inspector	17.14
Aircraft Servicer	14.33
Aircraft Worker	15.16
Appliance Mechanic	15.81
Bicycle Repairer	13.21
Cable Splicer	16.48
Carpenter, Maintenance	15.81
Carpet Layer	15.16
Electrician, Maintenance	19.01
Electronics Technician, Maintenance I	15.53
Electronics Technician, Maintenance II	16.95
Electronics Technician, Maintenance III	17.72
Fabric Worker	14.33
Fire Alarm System Mechanic	16.48
Fire Extinguisher Repairer	13.77
Fuel Distribution System Mechanic	16.48
General Maintenance Worker	15.16
Heating, Refrigeration and Air Conditioning Mechanic	16.48
Heavy Equipment Mechanic	16.48
Heavy Equipment Operator	15.66
Instrument Mechanic	16.48
Laborer	6.79
Locksmith	15.81
Machinery Maintenance Mechanic	16.48
Machinist, Maintenance	16.48
Maintenance Trades Helper	13.02
Millwright	16.48
Office Appliance Repairer	16.48
Painter, Aircraft	15.81
Painter, Maintenance	15.81
Pipefitter, Maintenance	16.48
Plumber, Maintenance	15.81
Pneudraulic Systems Mechanic	16.48
Rigger	16.48
Scale Mechanic	15.16
Sheet-Metal Worker, Maintenance	16.48
Small Engine Mechanic	15.16
Telecommunication Mechanic I	16.48
Telecommunication Mechanic II	17.14
Telephone Lineman	16.48
Welder, Combination, Maintenance	16.48
Well Driller	16.48
Woodcraft Worker	16.48
Woodworker	14.29

**Miscellaneous Occupations**

Animal Caretaker	7.42
Carnival Equipment Operator	8.14
Carnival Equipment Repairer	8.57
Carnival Worker	6.79
Cashier	7.41
Desk Clerk	9.01
Embalmer	16.57
Lifeguard	8.05
Mortician	16.57
Park Attendant (Aide)	10.14
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.05
Recreation Specialist	12.48
Recycling Worker	7.73
Sales Clerk	8.05
School Crossing Guard (Crosswalk Attendant)	6.79
Sport Official	8.05
Survey Party Chief (Chief of Party)	16.09
Surveying Aide	8.87
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.14
Swimming Pool Operator	7.42
Vending Machine Attendant	7.73
Vending Machine Repairer	8.89
Vending Machine Repairer Helper	7.73

**Personal Needs Occupations**

Child Care Attendant	9.01
Child Care Center Clerk	11.27
Chore Aid	6.45
Homemaker	12.48

**Plant and System Operation Occupations**

Boiler Tender	16.48
Sewage Plant Operator	15.81
Stationary Engineer	16.48
Ventilation Equipment Tender	13.02
Water Treatment Plant Operator	15.81

**Protective Service Occupations**

Alarm Monitor	10.92
Corrections Officer	18.00
Court Security Officer	19.14
Detention Officer	18.00
Firefighter	18.02
Guard I	6.90
Guard II	10.92
Police Officer	21.40

**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	14.00
Hatch Tender	14.00
Line Handler	14.00
Stevedore I	13.35
Stevedore II	14.67

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	26.07
Air Traffic Control Specialist, Station (2)	17.98
Air Traffic Control Specialist, Terminal (2)	19.79
Archeological Technician I	10.81
Archeological Technician II	12.12
Archeological Technician III	14.98
Cartographic Technician	14.98
Civil Engineering Technician	14.98
Computer Based Training (CBT) Specialist/ Instructor	18.07
Drafter I	9.64
Drafter II	10.76
Drafter III	12.09
Drafter IV	14.98
Engineering Technician I	9.64
Engineering Technician II	10.76
Engineering Technician III	12.09
Engineering Technician IV	14.98
Engineering Technician V	18.27
Engineering Technician VI	22.17
Environmental Technician	14.02
Flight Simulator/Instructor (Pilot)	20.93
Graphic Artist	18.07
Instructor	18.08
Laboratory Technician	12.63
Mathematical Technician	14.98
Paralegal/Legal Assistant I	10.40
Paralegal/Legal Assistant II	14.83
Paralegal/Legal Assistant III	18.09
Paralegal/Legal Assistant IV	21.95
Photooptics Technician	14.98
Technical Writer	15.72
Unexploded (UXO) Safety Escort	16.57
Unexploded (UXO) Sweep Personnel	16.57
Unexploded Ordnance (UXO) Technician I	16.57
Unexploded Ordnance (UXO) Technician II	20.05
Unexploded Ordnance (UXO) Technician III	24.02
Weather Observer, Combined Upper Air and Surface Programs (3)	12.63
Weather Observer, Senior (3)	14.04
Weather Observer, Upper Air (3)	12.63

**Transportation/ Mobile Equipment Operation Occupations**

Bus Driver	14.29
Parking and Lot Attendant	7.10
Shuttle Bus Driver	9.47
Taxi Driver	8.52
Truckdriver, Heavy Truck	16.95
Truckdriver, Light Truck	8.98
Truckdriver, Medium Truck	14.29
Truckdriver, Tractor-Trailer	16.95

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$1.92 an hour or \$76.80 a week or \$332.80 a month.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, blending, dying, mixing, and pressing of sensitive explosives pyrotechnic compositions such as lead azide, black powder and photoflash power. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and, possibly adjacent employees, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of explosive and incendiary ordnance material other

than small arms ammunition. (Distribution of raw nitroglycerine is covered under high degree hazard.)

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210



William W. Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1994-2563  
Revision No.: 17  
Date of Last Revision: 09/19/2000

State: Washington

Area: Washington Counties of King, Snohomish, Whatcom

\*\* Fringe Benefits Required Follow the Occupational Listing \*\*

OCCUPATION TITLE

MINIMUM WAGE RATE

**Administrative Support and Clerical Occupations**

Accounting Clerk I	9.53
Accounting Clerk II	10.69
Accounting Clerk III	12.43
Accounting Clerk IV	15.27
Court Reporter	12.87
Dispatcher, Motor Vehicle	12.87
Document Preparation Clerk	11.86
Duplicating Machine Operator	11.36
Film/Tape Librarian	11.36
General Clerk I	8.56
General Clerk II	9.43
General Clerk III	11.36
General Clerk IV	13.40
Housing Referral Assistant	14.31
Key Entry Operator I	10.40
Key Entry Operator II	12.69
Messenger (Courier)	8.56
Order Clerk I	8.78
Order Clerk II	10.45
Personnel Assistant (Employment) I	9.81
Personnel Assistant (Employment) II	11.02
Personnel Assistant (Employment) III	13.49
Personnel Assistant (Employment) IV	14.28
Production Control Clerk	14.31
Rental Clerk	11.02
Scheduler, Maintenance	11.02
Secretary I	11.02
Secretary II	12.87
Secretary III	14.31
Secretary IV	15.88
Secretary V	20.03
Service Order Dispatcher	11.02
Stenographer I	12.04

CDC: PGO: CPB

APR 2 1 49 PM '01

RECEIVED



Stenographer II	13.52
Supply Technician	15.88
Survey Worker (Interviewer)	12.87
Switchboard Operator-Receptionist	10.04
Test Examiner	12.87
Test Proctor	12.87
Travel Clerk I	9.69
Travel Clerk II	10.20
Travel Clerk III	10.75
Word Processor I	11.26
Word Processor II	12.64
Word Processor III	17.05

**Automatic Data Processing Occupations**

Computer Data Librarian	11.71
Computer Operator I	11.71
Computer Operator II	12.59
Computer Operator III	15.11
Computer Operator IV	16.34
Computer Operator V	18.09
Computer Programmer I (1)	12.24
Computer Programmer II (1)	15.94
Computer Programmer III (1)	20.91
Computer Programmer IV (1)	21.77
Computer Systems Analyst I (1)	20.31
Computer Systems Analyst II (1)	22.97
Computer Systems Analyst III (1)	27.04
Peripheral Equipment Operator	12.24

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	19.68
Automotive Glass Installer	18.42
Automotive Worker	18.42
Electrician, Automotive	19.03
Mobile Equipment Servicer	17.19
Motor Equipment Metal Mechanic	19.68
Motor Equipment Metal Worker	18.42
Motor Vehicle Mechanic	19.62
Motor Vehicle Mechanic Helper	16.56
Motor Vehicle Upholstery Worker	17.81
Motor Vehicle Wrecker	18.42
Painter, Automotive	19.03
Radiator Repair Specialist	18.42
Tire Repairer	16.61
Transmission Repair Specialist	19.68

**Food Preparation and Service Occupations**

Baker	11.82
Cook I	11.03

Cook II	11.82
Dishwasher	9.38
Food Service Worker	9.38
Meat Cutter	11.82
Waiter/Waitress	11.91

**Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	21.06
Furniture Handler	16.94
Furniture Refinisher	21.06
Furniture Refinisher Helper	18.25
Furniture Repairer, Minor	19.54
Upholsterer	21.06

**General Services and Support Occupations**

Cleaner, Vehicles	9.38
Elevator Operator	9.38
Gardener	11.06
House Keeping Aid I	8.82
House Keeping Aid II	9.38
Janitor	9.38
Laborer, Grounds Maintenance	9.84
Maid or Houseman	8.82
Pest Controller	11.44
Refuse Collector	9.38
Tractor Operator	10.66
Window Cleaner	9.84

**Health Occupations**

Dental Assistant	10.63
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.94
Licensed Practical Nurse I	12.68
Licensed Practical Nurse II	14.23
Licensed Practical Nurse III	15.93
Medical Assistant	10.38
Medical Laboratory Technician	10.38
Medical Record Clerk	10.38
Medical Record Technician	13.41
Nursing Assistant I	6.90
Nursing Assistant II	8.49
Nursing Assistant III	9.26
Nursing Assistant IV	10.39
Pharmacy Technician	11.95
Phlebotomist	10.38
Registered Nurse I	17.87
Registered Nurse II	21.80
Registered Nurse II, Specialist	21.80
Registered Nurse III	25.91
Registered Nurse III, Anesthetist	25.91

Registered Nurse IV	29.01
<b>Information and Arts Occupations</b>	
Audiovisual Librarian	15.88
Exhibits Specialist I	16.36
Exhibits Specialist II	18.66
Exhibits Specialist III	22.95
Illustrator I	16.36
Illustrator II	18.66
Illustrator III	22.95
Librarian	20.03
Library Technician	12.87
Photographer I	26.37
Photographer II	16.69
Photographer III	18.66
Photographer IV	22.95
Photographer V	28.22
<b>Laundry, Dry Cleaning, Pressing and Related Occupations</b>	
Assembler	7.68
Counter Attendant	7.68
Dry Cleaner	9.86
Finisher, Flatwork, Machine	7.68
Presser, Hand	7.68
Presser, Machine, Drycleaning	7.68
Presser, Machine, Shirts	7.68
Presser, Machine, Wearing Apparel, Laundry	7.68
Sewing Machine Operator	10.55
Tailor	11.23
Washer, Machine	8.49
<b>Machine Tool Operation and Repair Occupations</b>	
Machine-Tool Operator (Toolroom)	21.09
Tool and Die Maker	23.67
<b>Material Handling and Packing Occupations</b>	
Forklift Operator	15.35
Fuel Distribution System Operator	18.70
Material Coordinator	17.56
Material Expediter	17.56
Material Handling Laborer	14.96
Order Filler	11.06
Production Line Worker (Food Processing)	14.21
Shipping Packer	13.03
Shipping/Receiving Clerk	13.03
Stock Clerk (Shelf Stocker; Store Worker II)	14.73
Store Worker I	12.36
Tools and Parts Attendant	14.68
Warehouse Specialist	14.21

**Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic	21.71
Aircraft Mechanic Helper	18.25
Aircraft Quality Control Inspector	27.53
Aircraft Servicer	19.54
Aircraft Worker	20.41
Appliance Mechanic	21.06
Bicycle Repairer	18.25
Cable Splicer	21.71
Carpenter, Maintenance	21.06
Carpet Layer	21.06
Electrician, Maintenance	23.45
Electronics Technician, Maintenance I	18.38
Electronics Technician, Maintenance II	19.72
Electronics Technician, Maintenance III	24.31
Fabric Worker	19.54
Fire Alarm System Mechanic	21.71
Fire Extinguisher Repairer	18.89
Fuel Distribution System Mechanic	21.71
General Maintenance Worker	17.86
Heating, Refrigeration and Air Conditioning Mechanic	21.71
Heavy Equipment Mechanic	21.71
Heavy Equipment Operator	21.71
Instrument Mechanic	21.71
Laborer	10.34
Locksmith	20.96
Machinery Maintenance Mechanic	21.75
Machinist, Maintenance	20.97
Maintenance Trades Helper	17.93
Millwright	21.71
Office Appliance Repairer	21.06
Painter, Aircraft	21.06
Painter, Maintenance	21.06
Pipefitter, Maintenance	22.64
Plumber, Maintenance	21.06
Pneudraulic Systems Mechanic	21.71
Rigger	21.71
Scale Mechanic	20.41
Sheet-Metal Worker, Maintenance	21.71
Small Engine Mechanic	18.55
Telecommunication Mechanic I	21.71
Telecommunication Mechanic II	22.37
Telephone Lineman	21.71
Welder, Combination, Maintenance	21.71
Well Driller	21.71
Woodcraft Worker	21.71
Woodworker	18.89

**Miscellaneous Occupations**

Animal Caretaker	10.32
Carnival Equipment Operator	10.66
Carnival Equipment Repairer	11.07
Carnival Worker	9.38
Cashier	8.81
Desk Clerk	10.81
Embalmer	16.94
Lifeguard	9.62
Mortician	16.94
Park Attendant (Aide)	12.08
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.62
Recreation Specialist	14.96
Recycling Worker	10.69
Sales Clerk	9.62
School Crossing Guard (Crosswalk Attendant)	9.38
Sport Official	9.62
Survey Party Chief (Chief of Party)	21.28
Surveying Aide	10.32
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.14
Swimming Pool Operator	11.82
Vending Machine Attendant	10.69
Vending Machine Repairer	10.78
Vending Machine Repairer Helper	10.69

**Personal Needs Occupations**

Child Care Attendant	7.01
Child Care Center Clerk	8.74
Chore Aid	9.06
Homemaker	13.95

**Plant and System Operation Occupations**

Boiler Tender	21.71
Sewage Plant Operator	21.09
Stationary Engineer	21.71
Ventilation Equipment Tender	18.25
Water Treatment Plant Operator	21.09

**Protective Service Occupations**

Alarm Monitor	12.61
Corrections Officer	16.15
Court Security Officer	19.26
Detention Officer	16.15
Firefighter	19.55
Guard I	7.01
Guard II	12.61
Police Officer	22.10

**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	15.81
Hatch Tender	15.81
Line Handler	15.81
Stevedore I	15.28
Stevedore II	16.33

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	26.66
Air Traffic Control Specialist, Station (2)	18.39
Air Traffic Control Specialist, Terminal (2)	20.24
Archeological Technician I	13.47
Archeological Technician II	15.07
Archeological Technician III	18.66
Cartographic Technician	18.66
Civil Engineering Technician	18.66
Computer Based Training (CBT) Specialist/ Instructor	20.31
Drafter I	11.26
Drafter II	13.23
Drafter III	17.18
Drafter IV	18.66
Engineering Technician I	12.87
Engineering Technician II	14.44
Engineering Technician III	17.35
Engineering Technician IV	21.41
Engineering Technician V	25.78
Engineering Technician VI	31.19
Environmental Technician	17.12
Flight Simulator/Instructor (Pilot)	22.97
Graphic Artist	20.30
Instructor	16.42
Laboratory Technician	14.66
Mathematical Technician	18.66
Paralegal/Legal Assistant I	12.87
Paralegal/Legal Assistant II	15.88
Paralegal/Legal Assistant III	17.53
Paralegal/Legal Assistant IV	23.49
Photooptics Technician	18.66
Technical Writer	17.80
Unexploded (UXO) Safety Escort	16.94
Unexploded (UXO) Sweep Personnel	16.94
Unexploded Ordnance (UXO) Technician I	16.94
Unexploded Ordnance (UXO) Technician II	20.50
Unexploded Ordnance (UXO) Technician III	24.57
Weather Observer, Combined Upper Air and Surface Programs (3)	15.11
Weather Observer, Senior (3)	16.89
Weather Observer, Upper Air (3)	15.11

**Transportation/ Mobile Equipment Operation Occupations**

Bus Driver	16.72
Parking and Lot Attendant	8.68
Shuttle Bus Driver	10.26
Taxi Driver	8.96
Truckdriver, Heavy Truck	17.54
Truckdriver, Light Truck	10.26
Truckdriver, Medium Truck	16.72
Truckdriver, Tractor-Trailer	17.54

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$1.92 an hour or \$76.80 a week or \$332.80 a month.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, blending, dying, mixing, and pressing of sensitive explosives pyrotechnic compositions such as lead azide, black powder and photoflash power. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and, possibly adjacent employees, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of explosive and incendiary ordnance material other

than small arms ammunition. (Distribution of raw nitroglycerine is covered under high degree hazard.)

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).



4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.